

NORTH DAKOTA Children & Family Services Division Child & Family Services Plan

Final Report – FFYs 2005-2009

&

Five Year Plan - FFYs 2010-2014

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June 24, 2009

Marilyn Kennerson Regional Administrator, ACF Federal Office Building 1961 Stout Street, 9th Floor Denver, CO 80294-3538

Dear Ms. Kennerson:

As Governor of North Dakota, I am pleased to present to you the 2010-2014 Child and Family Services Plan and the Final Report for fiscal years 2005-2009. The Child and Family Services Plan represents a consolidation of four state plans including Title IV-B Sub Part I, Title IV-B Sub Part II, the Child Abuse Prevention & Treatment Act, the Chafee Foster Care Independence Act Program Plan, Educational Training Vouchers Program.

Please note that the Program Improvement Plan has been integrated into the new 5-year plan. The Program Improvement Plan is being implemented with the expectation that the goals, action steps and projected benchmarks will be met.

Sincerely,

ohn Hoeven

38:34:35 Enclosures

> 600 E Boulevard Ave. Bismarck, ND 58505-0001 Phone: 701.328.2200 Fax: 701.328.2205 www.nd.gov

I. BACKGROUND

A. Introduction

The accompanying North Dakota Child and Family Services Plan (CFSP) includes: The Final Report for FFYs 2005-2009 with reports on IV-B Subparts I and II, the Child Abuse Prevention and Treatment Act Plan, and the Chafee Foster Care Independence Program Plan; and the Five-Year Plan for FFYs 2010-2014 with reports on IV-B Subparts I & II, the Child Abuse Prevention and Treatment Act Plan, and the Chafee Foster Care Independence Program Plan.

B. Administration of the Plan

The North Dakota Department of Human Services has been designated by the Governor of North Dakota as the single state agency responsible for administering Title IV-B of the Social Security Act, Child Welfare Services, CAPTA, and the Chafee Foster Care Independence Program Plan. The Children and Family Services Division of the North Dakota Department of Human Services (ATTACHMENT A) has administrative responsibility for the Child and Family Services Plan, the policies and procedures relating to children and families, and for program supervision and technical assistance for the delivery of public child welfare services.

Children and Family Services Division

The Children and Family Services (CFS) Division administers child protection services, foster care services, adoption services and family preservation services. These include child abuse and neglect prevention and intervention, Children's Trust Fund, Community-Based Grants for the Prevention of Child Abuse and Neglect (CBCAP), Child Fatality Review Panel, Institutional Abuse, Interstate Compact on the Placement of Children, Refugee Services, Independent Living Services, Subsidized Guardianship, Subsidized Adoption, services to pregnant teens, Parent Aide services, Prime Time Child Care services, Respite Care services, Safety/Permanency Funds, Intensive In-Home Family Therapy services, Family Group Decision Making (FGDM), Early Childcare Services, and Head Start.

County Social Service Boards

There are 48 local county social service boards providing child welfare services in North Dakota, with one district made up of 4 counties (Dakota Central) and one district consisting of 2 counties (Lakes District). The child welfare delivery system is county administered and state supervised. The county child welfare personnel are county employees and operate child welfare programs in accordance with state policy, direction, law, regulation and contracts.

Regional Human Service Centers

The eight Human Service Centers are located in the primary economic, medical and business centers of the state. The 1981 North Dakota Legislative Assembly created these regional human service centers. Each Human Service Center has a Regional representative/Supervisor who serves as the liaison between the counties and the CFS Division. These representatives provide direction and program supervision of child welfare services provided by the county social service agencies.

Target Populations

The target populations for the CFSP delivery system are identified as follows:

- Parents in need of parent education and family support;
- Children who are suspected of being abused or neglected and their families;
- Children who have been adjudicated to be deprived, delinquent or unruly and who are in need of foster care and their families;
- Children from the foster care system who are free for adoption (or an adoption is planned) and their adoptive families;
- Adolescent and high risk unwed parents and their children;
- Children who are at risk of becoming any of the above populations;
- Children and their families in need of early childcare services;
- Unaccompanied minor refugee children and refugee families requiring case management; and
- Former foster youth who have aged out of care.

II. CHILDREN & FAMILY SERVICES DIVISION'S MISSION, VISION AND VALUES

A. Mission Statement

"North Dakota Department of Human Services' mission is to provide quality, efficient and effective human services which improve the lives of people."

B. Vision and Values

The Children & Family Services Division of the North Dakota Department of Human Services has adopted Wraparound case management as the practice model; because of this our vision and values reflect the principles and beliefs of this model. The CFS Division affirms the following as our vision/values:

Safety of children is paramount

Unconditional commitment to working with families and children is provided

Families are treated with respect, honesty, and openness;

- The family's language is utilized and jargon is avoided;
- We are committed to never giving up on children and families while keeping children safe; and
- Setbacks may reflect the changing needs of family members, not resistance.

Families are full and active partners and colleagues

- VOICE: The family is listened to, heard and valued. The skills and knowledge of the family members are essential to the change process.
- CHOICE: Families are provided information on choices, identifying where choices exist and where there are limitations on choice. The outcomes of different choices are discussed.
- Family members have a clear voice and choice in the process. They are full members in all aspects of the planning, delivery, management and evaluation of services and supports.
- The family's view is respected. Families are the experts for their own children.
- Safety is paramount in all systems and choices are made to ensure that children, families, and communities are safe.
- The expertise of the system is valuable when discussing "bottom lines" such as: legal mandates, court orders, negotiable and non-negotiable rules/policies, etc. The system can let go of power and allow families to make decisions when safety is assured.

Services are culturally responsive

- Cultural diversity is valued and respected.
- Each family is culturally unique.
- Differences are valued as strengths.
- The impact of culture on workers and agencies is recognized and understood.

Services are team driven

- GLOBAL CONCEPT: Partnering with other systems and natural supports of families helps bridge the complexity of our work. Partnering is no longer a luxury, it is essential because problems are too big and too complex. Collaboration produces results and it provides clarity for families and children/youth who interact with numerous systems which can be confusing. The team process allows focus on the whole child/family and better positioning to address issues negatively impacting their functioning.
- Families, children, natural supports, conventional supports, and agencies are all part of the team.
- A multi system assessment is needed to help provide the family with the necessary resources.
- Collaboration between systems and team members is important in building and delivering effective services to families. Teams work together and share core values, beliefs and principles.

- The multi system approach provides shared risk with involved families.
- The team approach provides for an integrated system of care.

Services focus on strengths and competencies of families, not on deficiencies and problems

- Strengths discovery is central to getting to know the family.
- Strengths are utilized in developing the plan with the family.
- Strengths are utilized in addressing the safety needs of the children and families.
- The strengths of all family members and supports are assessed in developing the plan.

Service plans are outcome-based

- Plans address the needs of the children and family.
- The needs of all family members are identified and addressed in the plan.
- Goals and tasks with measurable outcomes are established to address change (rather than compliance).
- Services and supports are built on strengths that are unique to the family and child.
- Family members are full partners in establishing plans.
- The care plan is utilized across systems.
- The Wraparound case management practice model provides outcomeoriented plans rather than compliance-based plans.

Services and plans are individualized to meet the needs of children and families

- Plans are flexible in nature.
- Families should have access to services that they need.
- Services and supports can be coordinated into one plan.

Resources and supports, both in and out of the family, are utilized for solutions

- A balance of formal and informal, natural and conventional supports is utilized.
- Families are key in identifying supports.
- The community is recognized and respected as a key resource and support.

People are the greatest resource to one another

III. FINAL REPORT – FFYs 2005-2009

A. GOALS

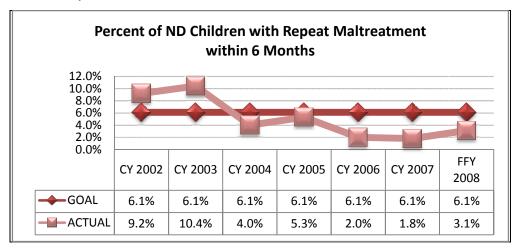
Goal 1

"To promote safe, secure, nurturing living environments and protect children from abuse or neglect within their families as well as in alternative settings."

UPDATE: Baseline data for this measure was established in 2002 in response to North Dakota's 2001 CFSR. Baseline data for the state's Program Improvement Plan reflected that North Dakota did not meet the National Standard of 6.1%. This was addressed in the state's Program Improvement Plan and was also incorporated into the CFS Division's Strategic Plan. As a strategic plan measure, repeat maltreatment has continued to be tracked across time. Throughout the PIP timeline, the percentage of children who are determined to be victims of repeat maltreatment declined significantly, going below the 6.1 national standard in 2004, and remaining below the national standard during this reporting period. See below for the data of North Dakota's performance on this measure over the last seven years.

Child Protection

FEDERAL MEASURE: Of all children who were victims of child abuse and/or neglect (services required) during the first 6 months of the year, 6.1% or fewer children will have another services required report within 6 months of the first report.



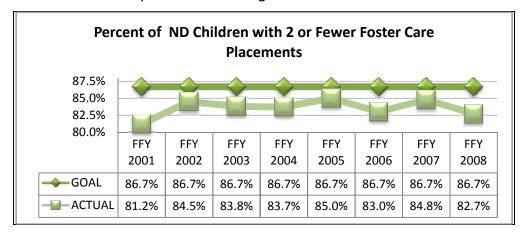
Goal 2

"The State will prepare for the 2008 Federal Child and Family Services Review (CFSR) for a successful outcome meeting federal program measures."

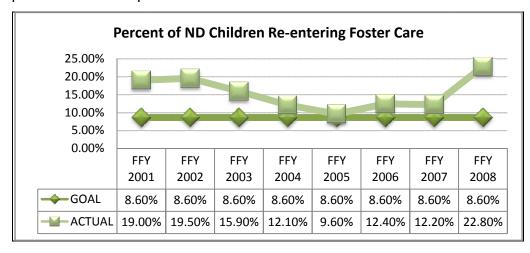
UPDATE: The Federal CFSR occurred in 2008. See above for the state's performance on the federal measure pertaining to Child Protection. See below for data on North Dakota's performance on the federal measures related to Foster Care and Adoption.

Foster Care

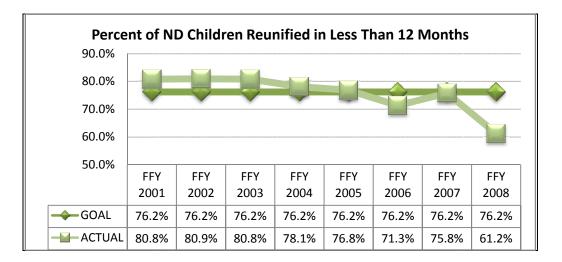
FEDERAL MEASURE: Of all children served who have been in foster care less than 12 months from the time of the latest removal from home, 86.7% will have two or fewer placement settings.



FEDERAL MEASURE: Of all children who enter foster care during the year, 8.6% or fewer of those children will re-enter foster care within 12 months of a prior foster care episode.

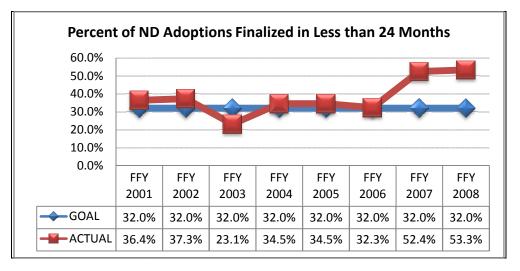


FEDERAL MEASURE: Of all children who are reunified with their parents or caretakers at the time of discharge from foster care, 76.2% or more children will be reunified in less than 12 months from the time of the latest removal from home.



Adoption

FEDERAL MEASURE: Of all children who exit foster care to a finalized adoption, 32% or more children will exit care in less than 24 months from the time of the latest removal from home.



Goal 3

"Develop a Program Improvement Plan (PIP) to address the four major themes as identified by the Federal Child and Family Services Review that was conducted in April 2008. Theme #1: Building on the Wraparound process, Theme #2: Engagement of non-custodial/absent parent in the Wraparound Process, Theme #3: require safety assessment and plans for all children involved in the Wraparound Process, Theme #4: Engagement of Tribal entities."

<u>UPDATE:</u> Goal 3 was added in FFY 2008 because Goal 2 had been met. The North Dakota PIP Committee met for the PIP Kickoff in July 2008 and again in May 2009 in order to work on the second-round Program Improvement Plan. The second PIP draft was completed and submitted to our Federal partners in August 2009. The PIP addressed the above

themes with an overarching goal of fidelity to the Wraparound case management practice model at all levels of the child welfare system.

Goal 4

"North Dakota will continue implementing the three major Child Welfare initiatives: Wraparound case management, Regional CFSRs, and on-going training for child welfare staff."

<u>UPDATE:</u> North Dakota plans to continue implementing the regional CFSR process using the updated Federal instrument. Through the regional CFSRs, the reviewers observed variance in how Wraparound case management is practiced. While all child welfare workers receive 40 hours of training in the practice model, as well as ongoing training through state-sponsored conferences, not all workers are practicing with fidelity to the model. This realization has been a driving force in the development of our second round PIP and in the 5-year plan for North Dakota.

B. COLLABORATIONS

ND Supreme Court

Children's Justice Symposium: The CFS Division and the ND Supreme Court have collaborated on a joint training effort known as the Children's Justice Symposium. The first Symposium was held in July of 2008 and was a success. Attendance was a bit lower than anticipated (approximately 380). Participants were positive and excited about the multi-disciplinary offerings and opportunities for networking.

<u>UPDATE:</u> Plans have begun for a second Symposium scheduled the summer of 2010. For the next Symposium, we plan to reach out to the law enforcement community to increase their ranks in the conference attendees.

 <u>Data Management & Performance Measures:</u> The CFS Division continued collaboration with the ND Supreme Court in the area of data management and performance outcomes in child permanency. See below for the update.

<u>UPDATE:</u> The CFS Division and the Department of Human Services (DHS) staff have worked very hard and committed many hours in the past year working with the Kate Harrison Consulting Group to identify court data management objectives and performance measures, and running tests to provide an interface between AFCARS data and courtheld data. The first set of measures was released in mid-winter and reviewed by CFS staff and the Court Improvement Committee. Joint staff are currently working on the next cohort to determine the efficiency of the data interface to measure court performance outcomes. This has been a labor intensive project; however, the

outcomes will provide the CFS Division with additional data to inform our practice in terms of timelines and objectives measured in the realm of the legal process (permanency. In addition, it has been a very successful collaborative venture with our court partners.

Third National Judicial Leadership Summit on the Protection of Children: In August of 2009, ND Supreme Court staff (IT Director, Judicial Educator and the Assistant Trial Court Administrator) joined the CFS Director and the DHS IT Program Manager at a Regional Data conference in Chicago focused on data sharing opportunities. Based on a plan developed by this team at the conference, plans are in place for DHS/CFS to share data from the FRAME system, including email notification of a child's placement change(s) by mid-2010. The plan also included creating a formalized structure/forum for on-going data sharing conversations between the two entities.

<u>UPDATE:</u> The CFS Division Director has been invited and will be attending the upcoming Summit in Texas with a team from the ND Supreme Court in October of 2009.

Court System

Court Improvement Project (CIP) Grant Committee: The CFS Division continues to work closely with the Court Improvement Project. The CFS Division Director served on the training committee (the Deputy Director working with this group became the Director in January of 2009).

<u>UPDATE:</u> During the past year four regional conferences were conducted as a joint venture between the CFS Division and the ND Supreme Court. Sessions included material on the new Fostering Connections law, discussions and problem-solving around localized issues and a panel that reviewed a child welfare case for the perspective of a multi-disciplinary panel.

Public/Private Partnerships

<u>UPDATE:</u> As a result of the work of the former CFS Director, the current Director, and members of a public/private study group, legislation that included an appropriations request for projects that focus on early intervention was introduced by Senator Judy Lee (a study group member) in the 2009 Legislative Assembly. This legislation produced positive results with an additional pot of dollars for early intervention programs (\$100,000 additional FGDM funds; \$100,000 additional Safety/Permanency funds; \$200,000 additional funds for a home visiting program-Healthy Families). Parent Resource Centers also received additional funding in their base budget for work with parent education, another evidence-based early intervention program that was highlighted in this legislation.

County Social Service Agencies and Regional Supervisors

<u>UPDATE:</u> Throughout the 2005-2009 Child & Family Services Plan period, the CFS Division and a sub-group of County Directors met on a quarterly basis to discuss child welfare issues. The CFS Division staff met with the Regional Supervisors of county social service programs every other month (or as often as needed) to discuss program and policy issues and changes. In addition, the CFS Division staff met with the County Supervisors upon invitation to provide policy updates and technical assistance related to all of the child welfare programs.

Children's Mental Health

<u>Mental Health Screening Toolkit:</u> The CFS Division continues to work with system partners toward statewide implementation of evidence-based practice mental health screening instruments to ensure that all children who receive a Health Tracks Screening also receive a mental health screening.

<u>UPDATE:</u> The North Dakota Children's Social Emotional & Developmental Alliance (NDSEDA) continued to work toward Memorandums of Agreement with system partners to achieve this goal.

NDSEDA: The North Dakota Children's Social Emotional Developmental Alliance, formerly known as the Children's Screening Coordination Committee, is now a statewide committee with over 30 members from a variety of disciplines from medical, human services, juvenile justice, tribal communities, child protective services, etc. NDSEDA includes representation from Child Welfare, Mental Health, Medical Services, Head Start, and Developmental Disabilities to review the statewide implementation of two evidence-based practice mental health screening tools (i.e. MH Screening Toolkit) through the development of Memorandums of Agreement between ND Medicaid and service providers administering Health Tracks Screenings.

<u>UPDATE:</u> NDSEDA worked to develop a strategic plan to address the Healthy North Dakota Early Childhood Alliance goal of developing a statewide multi-system family-inclusive training. They will continue this work in the new planning period.

NDSEDA has been developing strategic plans to address all of the prioritized areas and will continue to update/develop these plans for implementation. NDSEDA met on a quarterly basis in 2008 to address the prioritized areas.

Tribal Partners

The CFS Division continues to collaborate with various partners and governmental systems through ICWA (Indian Child Welfare Act) compliance and training issues.

<u>UPDATE:</u> In March of 2009, this group re-convened during the annual ICWA conference to discuss the size of the current caseloads and service barriers in the child welfare community on the reservations. Information was provided on the new Family Preservation contracts available in 2009, bringing all four tribes a contract for these services. In addition, a CFS staff member (Dean Sturn) has been invited and has accepted the invitation to become a member of the Court Improvement ICWA subcommittee.

C. SERVICE PROVISIONS

Child Protection Services (CPS)

Collaboration on Prevention Projects: Within the CFS Division, CPS staff collaborated with the Early Childhood Administrator to secure a grant and the training for the "Zero-to-Three" curriculum in a train-the-trainer format. We have also worked together to support and promote the presentation of the Zero-to-Three Preventing the Maltreatment of Very Young Children training curriculum to childcare providers and others throughout the state.

<u>UPDATE:</u> The Train-the-Trainer grant ended in the Spring of 2009. Teams of trainers in all eight regions of North Dakota have continued to train childcare providers and others on the Preventing Child Abuse and Neglect curriculum. The curriculum will be integrated into ongoing training for childcare providers offered through contracted Childcare Resource and Referral agencies serving the state.

Prevention programming is on-going through a contract with Prevent Child Abuse ND (PCAND), including the activities of the Alliance for Children's Justice (CJA funded) and through various specific prevention focused activities.

The CFS Division continued to work with the network of Parent Resource Centers in collaboration with North Dakota State University Extension Service to focus on making prevention services, resources, and materials available to parents statewide through parent education and parent support programming. CFS contributes funding to this network of eight Parent Resource Centers through Community-Based Child Abuse and Neglect Prevention funds (CBCAP).

<u>CPS Practice Improvements:</u> A significant piece of work was the establishment of face-to-face contact standards in December of 2007. Prior to this, standards were in place that involved timelines for initiating an assessment of child abuse and neglect, which didn't speak directly to the

standard for face-to-face contact. The new standards direct counties to assess victim safety at the receipt of a report, and categorize the seriousness of the report (A, B, C). Timelines are then prescribed based on the seriousness of the allegation (either 24 hour, 3 day or 14 days responses are required). Partners in Law Enforcement and Juvenile Court can assist with the face-to-face contacts if warranted. Regional Supervisors conduct annual Quality Assurance reviews on county CPS case files. The first full round of reviews has been conducted on cases using the face-to-face contact standard with good results in terms of meeting these standards.

<u>UPDATE:</u> Much of the CPS practice improvement during the past year has focused on integrating the development of the new FRAME case management/data system with the previously completed analysis of the current business flow of the existing CPS policy and practice. The design of the new case management system also needed to assure the data requirements for CFSR and NCANDS reporting were met, along with meeting state data reporting needs. The system design encompassed the need to generate payments to counties for CPS assessments, along with generating reports for use by county supervisors to manage workload, timeliness, and other work management issues. The FRAME data system completely replaces the current CPS mainframe data system in use since the mid-1980s.

♣ Family Preservation Services and Time Limited Reunification Services

Family Preservation Services and Time Limited Reunification Services were funded in part with Title IV-B Sub-Part I and II funds during FFY 2009 and included the following:

 <u>Prime Time Child Care:</u> Twenty-three counties in North Dakota were funded for Prime Time Child Care services through a Memorandum of Agreement (MOA) with the Department of Human Services.

UPDATE: Approximately 85 families received this service in FFY 2009.

<u>Respite Care:</u> Four regions in the state provided Respite Care services and data was available from four of the Human Service Center regions.

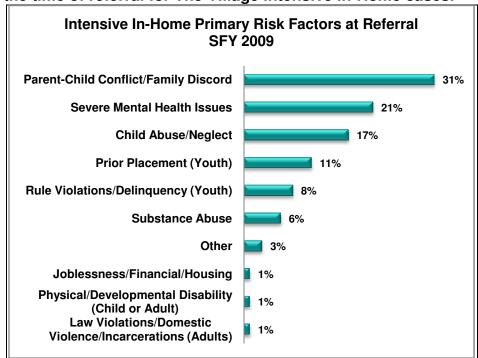
<u>UPDATE:</u> Approximately 87 families received Respite Care services in FFY 2009.

<u>Parent Aide:</u> Forty counties provided Parent Aide services.

<u>UPDATE:</u> Approximately 461 families received Parent Aide services in FFY 2009. This service was also provided at two Human Service Centers but they were not funded with Title IV-B funds. The total number of families served (461) includes the 69 families served through these Human Service Centers.

<u>Intensive In-Home</u>: The Intensive In-Home service was provided through a contract with The Village Family Service Center throughout North Dakota.

<u>UPDATE:</u> Approximately 203 families with 466 children received Intensive In-Home services in FFY 2009. Out of the 466 children served, reunification was the primary goal in 34 of those cases. Two-thirds of the referrals were from county child protection/child welfare. Intensive In-Home services were also provided at 3 regional Human Service Centers in North Dakota but they were not funded with Title IV-B funds. The Human Service Centers served 106 families during FFY 2009. Below is a graph showing the Primary Risk Factors reported at the time of referral for The Village Intensive In-Home cases.



Family Group Decision Making (FGDM): The Family Group Decision Making process is utilized by families in order to prevent out-of-home placement of children and it involves bringing family members, conventional and nonconventional supports, and providers to the table in order to conference together in the development of a comprehensive plan. FGDM services were contracted through The Village Family Service Center. This program was funded through a combination of a grant from the Bush Foundation and a ND DHS contract (Bush Foundation grant ends at the conclusion of FFY 2009). During the 2009 Legislative Assembly, an additional \$100,000 was appropriated to the Department of Human Services for the FGDM budget. However, this total appropriation will fall far short of meeting the former budget under the Bush Foundation grant.

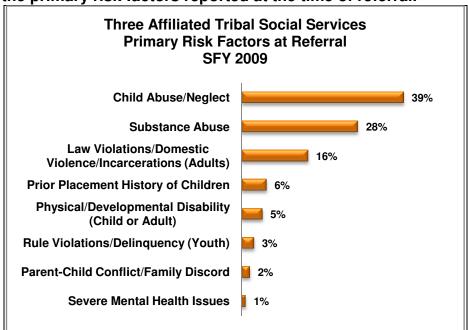
<u>UPDATE:</u> During FFY 2009 FGDM was available to consumers throughout the state. In the vast majority of cases, the FGDM process

was viewed positively by both families and providers. Please see ATTACHMENT B for the annual FGDM report.

<u>Tribal Child Welfare Services:</u> The ND DHS had a contract with two Tribal Child Welfare Agencies in the state to provide Family Preservation services. The Tribal agencies provided the non-federal match for the Title IV-B funding. The Tribes were given the option to provide any or all of the Family Preservation services which included Wraparound case management, parent aide and intensive in-home. During the next biennium, the tribal contracts for Family Preservation services will be available to all four North Dakota reservations based on additional dollars provided by the 2009 Legislative Assembly.

Through a contract with the ND DHS, The Three Affiliated Tribal Social Services provided Intensive In-Home and Parent Aide services to families on the Ft. Berthold Reservation.

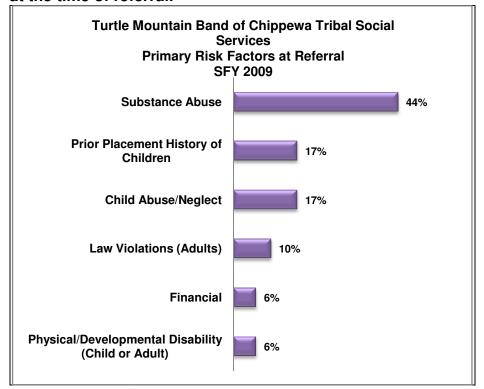
<u>UPDATE:</u> In FFY 2009, they served 42 families with 63 children. Fortyone children were placed in out-of-home care. Of these 41 children, 11 were reunified with their families. Please refer to the graph below for the primary risk factors reported at the time of referral.



The Turtle Mountain Band of Chippewa Tribal Social Services also contracted with the Department of Human Services to provide Family Preservation services to the Turtle Mountain Reservation. They opted to offer Wraparound case management and Parent Aide services.

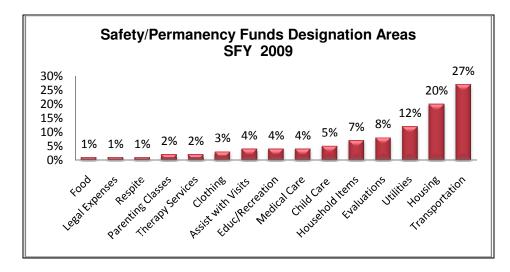
<u>UPDATE:</u> Over the past year Turtle Mountain Tribal Social Services provided Wraparound case management to 12 families with 23 children. Most of these families were referred from Tribal Child Protection. Over the past year they provided Parent Aide services to

10 families with 23 children. Of those 10 families, 5 were reunification cases. Refer to the graph below for the primary risk factors reported at the time of referral.



 <u>Safety/Permanency Funds:</u> Safety/Permanency funds were distributed to the eight regions in North Dakota in proportion to child population rates.
 The funds are managed by the Regional Supervisors with oversight by the Family Preservation Administrator.

<u>UPDATE:</u> Additional funds (\$200,000) were allocated to the Safety/Permanency budget by the 2009 Legislative Assembly. This almost doubled the amount funds available in each region for the 2009-2011 biennium. In SFY 2009, Safety/Permanency funds were provided to approximately 520 families. These funds were used for the following support areas (top of page 19):



Safety/Permanency requests were tracked by the Family Preservation Administrator in order to determine trends and to explore frequency of permanency outcomes. Refer to the graph below for data on the SFY 2009 Outcomes.



Foster Care Services

- <u>IV-E Foster Care Review Summary:</u> The IV-E Review for North Dakota was successfully completed in August 2008. The review encompassed a sample of 80 cases from around the state; two cases were found to be in error.
- <u>Child Welfare Data Snapshot:</u> The trends in North Dakota foster care placements are shown on the "2008 Child Welfare Data Snapshot" on pages 20-21 of this document. In order to ensure consistency of data reported, the trend data coincide with the time periods that each program typically uses.

Child Welfare Data Snapshot

Children in Foster Care by Placement Type, FFY 2000-2008

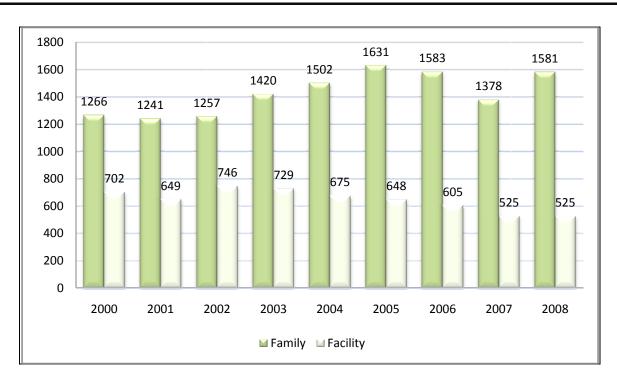
Placement Type	2000	2001	2002	2003	2004	2005	2006	2007	2008	% Change 2000-2008
Pre-Adoptive Home	154	166	157	160	207	228	252	260	289	+87.6%
Relative Placement	237	240	276	328	383	507	569	400	303	+27.8%
Family Foster Care	875	835	824	932	912	896	762	718	689	-21.3%
Trial Home Visit								218	300	
Group Home	125	109	127	125	120	96	95	85	72	-42.4%
Facility (RTC & RCCF)	577	540	619	604	555	552	510	440	453	-21.5%
Missing Data Total	10 1978	39 1929	18 2021	34 2183	28 2205	35 2314	21 2209	31 2152	28 2134	+7.9%
Children Aging out of Foster Care	43	45	56	66	60	65	56	64	88	

AFCARS, FFY 2000-2008 (Unduplicated count)

Family Type Placements

Facility Placements

Trends in Foster Care and Facility Placements, FFY 2000-2008



AFCARS, FFY 2000-2008 (Unduplicated count). Family foster care includes pre-adoptive homes, relative placements, family foster homes, Professional Association of Treatment Homes (PATH) placements, trial home visits, and tribal and affidavit foster home placements. Definitions of foster home types can be located at the following link: http://www.nd.gov/dhs/services/childfamily/fostercare/purposes.html

Foster Care

- ➤ The average age of foster care children in care was 11 years old in FFY 2008.
- > 52% (1,105) of children in care had a permanency goal of reunification in FFY 2008.
- ➤ On December 14, 2008, 1,109 children were in foster care (includes tribal IV-E cases, DOCR-Division of Juvenile Services youth placed in foster care, and preadoptive placements). Native American children accounted for 29% (321) of this point in time foster care count.
- ➤ In February 2009, 37 foster youth were in out-of state placements (Residential Child Care Facilities-RCCF and Psychiatric Residential Treatment Facilities-PRTF).
- ➤ In January 2009, there were 574 licensed family foster homes and 385 licensed therapeutic family foster homes.

Child Protection

- > 8,393 reports of suspected child abuse and neglect were received.
- 4,012 full assessments were completed.
- ➤ To illustrate the trend in the number of full assessments: Compared to 2000 when 4,145 full assessments were completed, a decrease of 3% was seen in 2008 (4,012).
- ➤ A decision of "Services Required" was made in 684 (17%) of the 4,012 full assessments. These 684 assessments represent 1,295 children who were victims of child abuse and neglect and 968 caregivers who were the subjects of these assessments.

Adoption

- There were 169 finalized adoptions (special needs, infant/regular, and international).
- > 110 (65%) of the 169 finalized adoptions were special needs adoptions.
- > 92 (84%) of the 110 special needs adoptions involved family foster parents.
- > 23% (25) of adopted children with special needs were Native American.
- > 55% (60) of adopted children with special needs were ages 1-6.

Permanency Outcomes (Point-in-time data)

- 37 subsidized guardianships were in place (with 5 pending court orders) in November 2008.
- ➤ 128 children with parental rights terminated were in the custody of the Department of Human Services as of May 1, 2008.

Adoption Services

The North Dakota Department of Human Services currently contracts with Catholic Charities ND in an outcome-based contract to provide adoption services to all children in foster care with "adoption" as a case plan goal, and the families who adopt them. Adults Adopting Special Kids (AASK) subcontracts with PATH ND with whom they work collaboratively in this endeavor. AASK collaborates with the public agency in foster care/adopt parent recruitment and training. They are available to public agencies for technical assistance in all adoption matters. They facilitate adoptive family preparation and assessment, child preparation and adoption pre-placement, placement and post-placement activities.

Adults Adopting Special Kids (AASK):

<u>UPDATE:</u> During the period of July 1, 2005 through March 31, 2009 (the contract concluded on June 30, 2009), the Adults Adopting Special Kids (AASK) program placed 423 children in adoptive placement and finalized 447 adoptions. Of these final adoptions, 232 met timelines criteria in that the adoption was finalized within 12 months of the termination of parental rights and 66 met the degree of difficulty criteria in that the children required additional recruitment efforts.

Adoption Incentive Payments:

<u>UPDATE:</u> The AASK Program administered a pilot program of postadoption services with limited funding provided by the ND Legislature in 2007-2009. The most effective strategies of that pilot program (as determined through evaluation yet to be completed) will be funded with adoption incentive funds received by the state.

Inter-Country Adoptions:

<u>UPDATE:</u> During the period of 10/1/2007-9/30/2008, one child entered into state custody who had been adopted from another country. This child was adopted from Russia through a North Dakota placing agency – New Horizon's Foreign Adoptions. He entered care due to a child behavior problem and parent-child conflict. His permanent plan is for "planned permanent living arrangement."

Adoption Promotion and Support: The North Dakota Legislature provided funding for post-adoption services in the amount of \$176,000 for the 2007-2009 biennium. These funds were made available to the AASK program to develop a pilot program of post-adoption service provision in the Fargo area.

<u>UPDATE:</u> The funding for this pilot program ended on June 30, 2009 and a program report from the AASK program will detail the outcomes of the project (not yet available at this writing).

Coordination with the Tribes: The contracted adoption provider, AASK, worked collaboratively with North Dakota tribes when placing Native American children for adoption. AASK placed children within the ICWA order of preference unless "good cause" was established by the court to do otherwise, or the child's tribe had approved placement outside the ICWA order of preference.

<u>UPDATE:</u> AASK adoption specialists worked with adoptive families to develop a cultural plan for all Native American children placed for adoption with non-Native families. This plan is forwarded to the child's tribe when requesting their approval to place outside the order of preference.

Adoption services were provided at the Turtle Mountain Tribe through the AASK program, with a half-time adoption specialist located in the PATH-ND (Professional Association of Treatment Homes-North Dakota) office in Belcourt, ND. At the request of the three other North Dakota tribes and with prior approval of the Administrator of Adoption Services, the AASK program provided adoption services to children in the custody of North Dakota tribes where the tribe had a plan for adoption.

The ND Department of Human Services provided adoption assistance in the form of Medical Assistance for families who adopted a child through a North Dakota tribe where the tribe provided the monthly adoption subsidy (a 638 funded subsidy).

TANF Kinship Care

<u>UPDATE:</u> An average of 26 families with 44 children received Kinship Care services in 2009. This program has made it possible for children to remain in the homes of relatives versus being placed in foster care. No decision has been made regarding adding this service for Native American children and families living on the reservation.

Refugee Services

The Department of Human Services, and specifically the CFS Division, is the agency designated by the Governor to administer services for refugees arriving in the United States and into North Dakota. Federal funding is available to meet the needs of newly arriving refugee families and Unaccompanied Refugee Minor Youth. Primary resettlement sites are in Cass County and Grand Forks County

 Refugee population: The number of new arrivals varies annually but ranged from 650 individuals at its highest annual point to 225 at its lowest annual point over the last seven years.

<u>UPDATE:</u> In 2008 newly arriving refugee numbers rose to 403 individuals, placed in Fargo/West Fargo and Grand Forks. In FFY 2009, these numbers have continued to rise, as expected, due to a large number of arrivals overall to the United States approved under the Presidential Determination. DHS contracted for direct services with local providers utilizing federal funds made available through grant proposals to the Office of Refugee Resettlement for this population. Services were provided in a culturally sensitive manner and utilizing multilingual staff whenever possible.

The State Coordinator for Refugee Services continues to be employed by the CFS Division to oversee and assist in the coordination of efforts for the refugee population in North Dakota.

<u>UPDATE:</u> The Coordinator continued to facilitate quarterly Refugee Services Advisory Committee meetings to determine program needs and progress.

- Unaccompanied Refugee Minor (URM) children were placed upon arrival in North Dakota into licensed foster care homes and were provided services through the resettlement agency. When appropriate, the resettlement agency applied for guardianship of these children and youth. The Department of Human Services continued to apply state standards and licensing processes for URM foster home licensure.
- Collaboration efforts were a major function of the State Coordinator, joining together with state and local groups. Efforts included local providers, volunteers, mentors, and local organizations in the joint activity to facilitate the rapid self-sufficiency and integration of newly arriving refugees into North Dakota as residents and integral members of their new communities.
- The Federal review of the Refugee Program in North Dakota was completed in 2008.

<u>UPDATE:</u> The report of federal findings was received and corrections were completed in early FFY 2009. Also completed during this fiscal year was a new State Plan for Refugee Resettlement Services which was submitted to the Office of Refugee Resettlement in the fall of 2008 with State Plan approval received in 2009.

Refugee Resettlement sites:

<u>UPDATE:</u> In FFY 2009, North Dakota was approved for a third refugee resettlement site in Bismarck, ND by the United States Department of

State, Bureau of Population, Refugees, and Migration. This third site will be more fully developed and the community prepared for resettlement in FFY 2010.

D. <u>TECHNICAL ASSISTANCE</u>, <u>RESEARCH</u>, <u>EVALUATION</u>, <u>EVALUATION AND</u> MANAGEMENT INFORMATION SYSTEM

Technical Assistance for the CFSR

The Regional ACF Representatives were invited to attend joint planning meetings with the CFS Division staff, Tribal staff, and community Stakeholders to gather Stakeholder input for the upcoming Federal CFSR in April 2008.

<u>UPDATE:</u> The CFS Division will be seeking Technical Assistance as provided by the National Resource Centers to guide in the development of our Program Improvement Plan (PIP), which has been integrated into the new 5-year Child and Family Services Plan (CFSP). Glennda Lacey joined the CFS Division as the regional representative this past fall and has been very active in participating in meetings, calls and conferences in the state. Prior to that time, Janet Motz and Marilyn Kennerson provided frequent regional oversight and guidance through the CFRS pre, post and on-site process.

Technical Assistance for the PIP

Melody Roe from the National Resource Center on Organizational Improvement (NRCOI) has been involved with North Dakota in PIP planning and in discussing resource needs.

<u>UPDATE:</u> We have been developing a TA plan in conjunction with our PIP (the second submission was sent in July 2009).

Evaluation and Technical Assistance for the Adoption Program

In an effort to bring expertise to the area of child specific recruitment strategies, we will likely request Technical Assistance in this area, to include writing child summaries and child specific recruitment plans, waiting child recruitment strategies, etc.

Management Information System

<u>UPDATE:</u> FRAME will be implemented November 2009. It is a webbased application created to capture case management activities along with better data collection. The application has been set up to use drop down boxes in areas where we will be using the information for reports, data collection and possible longitudinal studies to better follow children through the child welfare system to see how their history

affects their adulthood. We will be capturing data for the NCANDS and AFCARS reports out of FRAME allowing us to complete more elements of both reports and provide better data. The information from FRAME will be transferred to COGNOS, which is the data warehouse for FRAME. From this application, North Dakota will be able to create reports in a variety of ways using the various fields from FRAME.

With the implementation of FRAME, we will be shutting down the Single Plan of Care (SPOC) application as FRAME replaces it in its entirety. The Comprehensive Child Welfare information Program System (CCWIPS) will remain in operation keeping the payments process, foster home licensing and adoption information. For the first time, CPS information will be in a formalized application statewide to better track subjects and victims. This will be a whole new experience for many of the workers as they learn the new application. Foster care and Wraparound case managers will be familiar with some of the technology as FRAME modified much of SPOC. FRAME will replace the current CPS index registry as this tool will be integrated into the application.

E. <u>RECRUITMENT AND RETENTION EFFORTS FOR FOSTER & ADOPTIVE FAMILIES</u>

Grant money from IV-B Subpart II was made available to each region of the state to support local recruitment and retention campaigns.

<u>UPDATE:</u> Regional coalitions exist in all eight regions of the state which promote foster and adoptive programs.

♣ General Updates in Recruitment & Retention

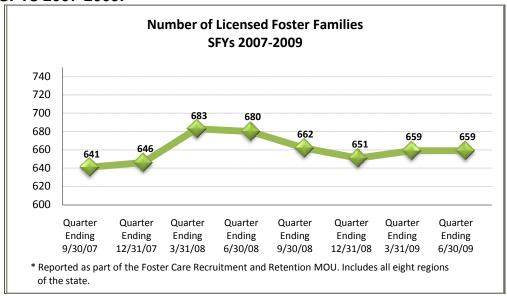
As in the past, North Dakota counties were responsible for local foster home recruitment. They conducted general recruitment activities based upon the needs of the community and specialized recruitment for potential resource families for children in care that require out of home placement. This included targeted recruitment to reflect the ethnic and racial diversity of the children in care. The CFS Division funded local recruitment efforts each biennium.

UPDATES:

- For FFY 2008 (October 2007-September 2008), the percentage of foster care adoptions (adoptions of children from foster care) was 82.6%.
- The Governor proclaimed May 2009 as "Foster Care Month" in North Dakota. A photo was taken with the Governor, select foster parents, and state and county representatives. A proclamation was sent to each foster parent with the Governor's signature.
- A total of \$209,000 was appropriated in grants to the eight regional Foster/Adopt Coalitions. Funding was provided as a result of an

approved "Request for Funding" proposal submitted by each regional coalition which outlined their focus, goals and budget related to recruitment and retention activities. There was an increase of 18 licensed foster homes statewide during the past biennium.

- Substantial increases in foster care maintenance payments were approved for the 2009-11 biennium (effective 7/1/09) which may prove positive in recruiting and retaining foster parents.
- In 2008, the Governor of North Dakota declared November as "Adoption Awareness Month." An adoption celebration was held in Fargo in November 2008 at the Plains Art Museum and featured about 15 of North Dakota's waiting children. The event was very well attended and publicized. The Heart Gallery continues to travel the state and follow-up photos will be taken for a Gala to be held in November 2009.
- The Statewide Recruitment and Retention Task Force meeting was held in August 2009 and focused on identifying problems related to recruiting and retaining foster families.
- Regional foster/adopt coalitions are required to report the number of licensed foster homes on a quarterly basis as part of a Memorandum of Understanding (MOU) that provides funding for the recruitment and retention of foster homes. The total number of licensed foster families increased from 641 on 9/1/07 to 659 on 6/30/09. The graph below shows the trends in the total number of licensed foster families during SFYs 2007-2009.



 Regional coalitions continue to work toward involving seasoned foster/adoptive parents in mentoring newly licensed foster parents and in participating in training new foster parents. Stipends are offered in basically all regions of the state for foster parents who accept this responsibility. Regional coalitions also continue their attempts to strengthen their support groups and increase attendance.

- Community collaboration efforts are becoming successful in areas of North Dakota. In July 2008, the Lake Region coalition was awarded a mini grant. The coalition collaborated with the Four Winds School, Spirit Lake Tribal Social Services and Spirit Lake Casino & Lodge to sponsor a speaker, Ms. Faith Spotted Eagle, to educate about the need for foster/adopt families to service Native American children. In early April 2009, Ms. Spotted Eagle presented information to increase awareness in challenges that face our youth, the healing process, and the importance of culture in fostering Native American children who are in out of home care. The event was advertised in radio ads and in flyers displayed at local businesses, schools and agencies. Radio ads were developed featuring Native American and non-Native American families. Ms. Spotted Eagle's presentation was held in the afternoon for middle school students, school counselors and faculty; and in the evening for foster parents, foster youth and the community. School personnel served an evening meal for participants. The event was so well attended that the Four Winds School brought Ms. Spotted Eagle back in late April 2009 to talk to 'all' school children about abuse and neglect and the traditional healing process. This community collaboration was considered very successful and is encouraging for future collaboration efforts.
- Culturally relevant materials have been distributed statewide to build awareness among targeted audiences about the foster care needs of Native Americans.
- Ongoing "Grief & Loss" workshops for foster parents have been made available as needed or requested. A session on "Grief & Loss" was included in the PRIDE Pre-Service Training Curriculum for foster parents.
- A Native American and non-Native American person were part of radio ads emphasizing the need for Native American foster/adoptive families in the Devils Lake area of North Dakota.

Adopt US Kids Recruitment Plan

Waiting children are featured on the Adopt US Kids website on a regular basis. The AASK program continues to consider all out of state families who have inquired on a particular child equally with those who inquire from within the state. Out of state families with an approved assessment are put on our "waiting families" list and are sent monthly updates of recruitment flyers for waiting children. Local planning teams for children are the decision makers with regard to the level of recruitment for each individual child.

F. CASEWORKER VISITS WITH CHILDREN

The need to increase caseworker visitation to a level of 90% by FFY 2011 was addressed in policy. The North Dakota Foster Care Manual, Chapter 624-05 was amended to reflect that monthly face to face visits with all foster youth are required. It was also noted that the majority of the face to face visits needed to take place in the primary residence of the youth. In conjunction with the policy amendment, and in order to raise awareness surrounding the caseworker visitation requirements to the field, all eight regions within the state were required to submit plans as to how there were going to increase caseworker visitation of youth in care. The counties within each region were required to submit their plans to the Regional Supervisor. It was, and will continue to be, the Regional Supervisor's responsibility to approve, monitor, and update the plans as needed. The CFS Division also started producing the "Foster Care Case Load Visit Report." This report was, and is, distributed to all custodial agencies. It assists them in tracking their progress toward meeting the visitation requirements. Clarifying discussions at numerous regional and statewide supervisor/director meetings also helped to ensure that the monthly caseworker visitation requirement was understood and followed.

<u>UPDATE:</u> The percentage of caseworkers meeting with foster youth face-to-face on a monthly basis continues to gradually rise. Through 8/31/09, 38% of all children were seen on a monthly basis with 68% of those visits occurring in the child's residence. Please see graph on page 30 for details.

REPORTING PERIOD 10/1/08-8/31/09 TOTAL FOR ALL AGENCIES								
CASE COUNT	1,588							
MONTHS IN FOSTER CARE	11,227							
VISITS IN MONTHS	7,462							
IN HOME VISIT MONTHS	5,087							
VISITS EVERY MONTH	3,512							
VISIT EVERY MONTH CASE COUNT	608	PERCENT:	38%					
VISITS IN HOME EVERY MONTH	2,384	PERCENT:	68%					

LEGEND

- CASE COUNT = total number of cases in care at least one full calendar month
- MONTHS IN FOSTER CARE = number of full calendar months in care for cases included in the CASE COUNT
- VISIT MONTHS = total number of months in which a visit occurred (subset of the MONTHS IN FOSTER CARE)
- **IN HOME VISIT MONTHS** = total number of months in which a visit occurred (subset of the MONTHS IN FOSTER CARE)
- VISITS EVERY MONTH = total number of months in which a visit occurred for each and every calendar month the child was in foster care, for cases included in the CASE COUNT
- VISITS EVERY MONTH CASE COUNT = total number of cases, out of the cases included in the CASE COUNT, in which a visit occurred for each and every calendar month the child was in foster care
- PERCENT = ratio of VISIT EVERY MONTH CASE COUNT to the CASE COUNT
- VISITS IN HOME EVERY MONTH = total number of months in which an in-home visit occurred, out of the cases included in the VISIT EVERY MONTH CASE COUNT
- PERCENT = ratio of VISITS IN HOME EVERY MONTH to the VISIT EVERY MONTH

The goal for caseworker visitation for FFY 2009 was set at 39% (i.e. the expectation was that 39% of youth in care would be seen each and every full month they were in care). As noted in the chart above, as of 8/31/09 it was at 38%; therefore, it appears that North Dakota is on track to meet this goal. North Dakota will ensure that all caseworker visitations are accurately recorded and will submit data for the complete 2009 fiscal year by 12/15/09. As noted above the regional plans, on-going discussions with supervisors/directors, and the distribution of the "Foster Care Case Load Visit Report" have all helped to make progress toward the stated goal.

G. TRAINING

Child Welfare Certification Training

<u>UPDATE:</u> The CFS Division, through a contract with the University of North Dakota – Children and Family Services Training Center, provided child welfare certification training to 54 social workers in the state in SFY 2009. From 2005-2009, a total of 164 newly employed social workers were trained.

CFS Training Center Special Projects

For SFY 2009, the Children and Family Services Training Center (CFSTC) facilitated several special training projects that included:

- PRIDE Model Conducting a Mutual Family Assessment: Offered two sessions and 23 case managers were trained (9% supervisors, 91% case workers).
- Children's Justice Symposium: There were 383 participants at this collaborative effort between the ND Supreme Court and the CFS Division. This conference took the place of the annual Children and Family Services Conference in 2008. It provided multi-disciplinary training to child welfare workers, court officials, judges, attorneys, and law enforcement. The collaboration will continue in the future with the next Symposium scheduled for 2010 (25% supervisors and administrators, 34% case workers, 41% others).
- Children and Family Services Conference: Annual conference held August 2009. There were 229 participants (33% supervisors or administrators, 43% case workers, 24% other).
- Parent Aide Training: A one-week training for new parent aides or parent aide supervisors in the state (83% parent aides, 17% supervisors). Twelve parent aides were trained in SFY 2009.
- PRIDE Train-the-Trainer: Foster parents and foster care workers attended this training (37.5% social workers, 37.5% foster parents, 25% supervisors).
- Forensic Interviewing Training: Thirty-two participants were trained (19% law enforcement, 6% supervisors, 75% social workers).
- ND Foster Parent Conference: 328 participants attended in 2008 (79% foster parents, 6% supervisors, 15 % social workers).

Wraparound Certification Training

Wraparound Certification Training continues to be a collaborative effort between the Division of Juvenile Services (DJS), Children's Mental Health, Federation of Families and PATH. It is a required training for all newly employed county case managers. The Wraparound case management practice model training is Week 2 of the Child Welfare Certification Training.

<u>UPDATE:</u> In addition to the two annual sessions (one in the Spring and one in the Fall), the CFSTC facilitated a Wraparound Certification Training in the Winter of SFY 2009 to ensure there was ample opportunity to attend. Sixty-six participants completed Wraparound Certification Training this year. From 2005-2009, a total of 209 participants received the initial Wraparound Certification Training.

<u>Wraparound Recertification:</u> Certified Wraparound case managers are required to complete recertification biennially in order to continue practicing Wraparound case management in North Dakota and this requirement is fulfilled through attendance at an approved conference.

<u>UPDATE:</u> In FFY 2009, Wraparound Recertification trainings were offered at the following statewide conferences: North Dakota Family Based Services Association (NDFBSA) annual conference, Children's Justice Symposium, and the annual ICWA conference. The trainings focused on the Wraparound philosophy and other child welfare, mental health, and juvenile justice issues.

PRIDE Training

The CFSTC provides and coordinates PRIDE Training. Foster PRIDE/Adopt PRIDE is a program for the pre-service training, assessment and selection of prospective foster parents and adoptive parents. This program is based on the philosophy that knowledgeable and skilled foster parents and adoptive parents are integral to providing quality family foster care and adoption services. They, like social workers, should be qualified, prepared, developed, selected and licensed or certified to work as members of a professional ream whose goal is to protect and nurture children and strengthen families. The CFSTC helps coordinate all PRIDE activities in the state. It trains trainers, compensates regional trainers who provide the local training, and provides reimbursement to foster parents who attend the training. The foster parent's role in preparing youth for independent living was expanded upon this year. All foster parents will receive Independent Living resources at the PRIDE training.

<u>UPDATE:</u> As of this writing there are approximately 100 "active" trainers in the state. The CFSTC has maintained an accurate total of the number of individuals (not the number of licensed families) who attended PRIDE pre-service training. These would include both foster

and adoptive parents. During SFY 2009, 360 new foster parents attended this training.

PATH Training

The CFS Training Center provides training for PATH ND Inc. (Professional Association of Treatment Homes), which includes the following:

<u>Crisis Prevention Institute Training:</u> Treatment Foster Care in the state of North Dakota, as administered by PATH ND Inc., has adopted the Non-Violent Crisis Intervention model developed by the Crisis Prevention Institute (CPI) of Brookfield, Wisconsin. This program is a copyrighted proprietary model of therapeutic interventions. The overall goal of the CPI model is to intervene in a crisis situation in a way that provides for the care, welfare, safety, and security of all who are involved in the incident. The program clarifies the basic elements of a crisis and how a situation can escalate into a crisis. Proven strategies of de-escalation are identified and discussed within the context of having foster children in one's home.

All PATH foster parents and staff are required to attend a 12-hour session on Non-Violent Crisis Intervention presented by certified trainers in the CPI model. It is also a PATH requirement that all should attend an annual refresher course that reviews the major elements of the CPI model.

UPDATE: During SFY 2009, 88 participants attended this training.

- <u>Treatment Foster Care Training:</u> PATH foster parents are required to complete the Treatment Foster Care Training within the first 18 months of licensure. This training consists of seventeen (17) hours of training on specific topic areas designed to address the special needs of children in treatment foster care. Areas covered during this training include but are not limited to:
 - Understanding the dynamics of child abuse and neglect
 - Handling allegations of abuse in the foster home
 - Fostering the chemically dependent/recovering youth
 - Adolescent depression and suicide
 - Cultural diversity
 - Understanding emotionally and behaviorally disturbed youth
 - Helping Youth Transition to and from Home Visitations

This training was assessed annually for curriculum changes to ensure that the needs of the foster parents were being met efficiently. Three to six sessions are held annually.

<u>UPDATE:</u> During SFY 2009, 84 participants attended. PATH foster parents were also required to complete the PRIDE training with the first six months of licensure.

Additional Foster Parent Training:

The CFSTC also coordinated foster parent training throughout the state. The Training Center met annually with the regions to put together a training plan to provide opportunities for foster parents. Information was gathered from foster parents (through survey) and social workers.

<u>UPDATE:</u> During the period 07/01/08-06/30/09, 28 different training opportunities were held across the state with 320 foster parents attending. These were in addition to the annual North Dakota Foster Parent Conference which attracted 328 participants.

- County foster parents are required to complete 12 hours of annual training. This training was completed in a number of ways: opportunities coordinated and arranged through the training center or by qualifying events in the community. The social services agency determined for the most part if the training was appropriate to meet the requirements. If there were questions about the appropriateness of training, the agency consulted with the CFSTC. Each agency was responsible for tracking the hours for their foster parents. Foster parents can also receive 6 hours of annual training through independent study (books, videos, etc.). Any independent study had to be approved by the licensing agency and a report had to be submitted to the licensing agency and the CFSTC. On-line training was considered independent study. A certificate of completion was submitted in lieu of a written report. The annual training was required for re-licensure. PATH foster parents are required to have 30 hours of annual training. The CFSTC was instrumental in getting those needs met annually.
- A survey was conducted with child welfare supervisors to address some of their needs.

<u>UPDATE:</u> A supervisor training was scheduled to take place in Spring 2009 but at the supervisors' request the training was delayed until October 2009. The plan is to do a full-day training on October 8, 2009. The training will address issues related to coaching, mentoring and peer support.

The CFSTC assisted county social service agencies and PATH in accessing other training opportunities by providing reimbursement for costs related to attending training including registration fees, lodging, meals, mileage, and child care expenses.

H. INDIAN CHILD WELFARE ACT (ICWA)

The CFS Division Director consults with the Tribal Child Welfare Directors on a regular basis. All are Board Member of the Native American Training Institute; frequently these meetings are scheduled to coincide. In between formal meetings, the CFS Division Director and the tribal child welfare directors

communicate to discuss cases and IV-E matters. The CFS Division stands in good relationship with the child welfare directors in all four tribes.

UPDATE: In 2009, a CFS Division staff member (Dean Sturn) was invited and accepted the invitation to become a member of the ICWA Subcommittee of the North Dakota Court Improvement Project.

Identification of Indian Children

A report is generated from CCWIPS each month that identifies each Native American child in the ND Foster Care system. This report is sorted by tribe and custodian. The report is sent to each Tribal Social Service Director and the CFS Foster Care Administrator.

UPDATE: These reports will continue to be generated in the new planning period.

Qualified Expert Witnesses (QEWs)

The CFS Director has worked collaboratively with tribes and county agencies to develop and locate resources for Qualified Expert Witnesses in ICWA cases. Several local and statewide training sessions have been presented to identify the need and to present and clarify the role of a Qualified Expert Witness in ICWA child welfare cases. In addition, experts have been invited to provide training on this issue each year of the statewide ICWA conference.

UPDATE: After much discussion and planning in previous years, in 2008 the ND Court Improvement Project ICWA Subcommittee developed and submitted a proposal on QEWs to the ND Dakota Supreme Court. The proposal addressed the most significant issues of role, locating QEWs and providing funding for QEWs for each tribal affiliation. In 2009 the Chief Justice of the ND Supreme Court indicated that providing direction and funding for QEWs was not a court function and advised that the statutory witness fee (\$25/day) be offered to the QEW for their work. Further, the Chief Justice indicated that while funding for these experts was not a court function, it was a function of DHS to address. In the field, the typical cost of an expert witness is about \$600 per case. Because of the timelines involved, this was not able to be included or considered for inclusion in the DHS budget requests for the upcoming biennium. Therefore, CFS Division will continue to work with the ICWA Subcommittee of the ND CIP to move forward on this issue.

Active Efforts

UPDATE: No specific work was completed in this year regarding "active efforts" training sessions. Work on ICWA related issues continues to be featured in various conference offerings and CFS continues to support the ICWA annual conference. The state ICWA "handbook"

issue has been resolved. The CFS Division will not continue to pursue an update or publish this handbook as the new nation "on-line" handbook (*A Practical Guide to the Indian Child Welfare Act*) far surpasses the content and form we could put together for ND. CFS Division has been distributing information about this national on-line resource to the field and to multi-disciplinary partners. CFS Division still serves as the contact point for ICWA-related practice questions with county staff, states attorneys, and other public and private child welfare partners.

ICWA Compliance

The Foster Care system (CCWIPS) has a race code for all children in care. The current foster care manuals emphasize that parents, including Native American parents, foster parents, tribes, etc have the right to notice for any review or hearing related to a child in foster care. The hearing notice to tribes (and parents) is sent out directly from the court. Most Native American children in foster care are in care through state court intervention and tribal court participation in shared jurisdiction. If a child comes into foster care through the state court system, the tribe is provided notice and opportunity to intervene or participate in the proceeding.

UPDATE: In 2008, the CFS Division made a formal request to DHS to add a full time employee to the division to address Indian Child Welfare issues. This occurred as part of building Department's request to the 2009 Legislative Assembly. The request for this additional employee was declined. Because the position for the DHS Tribal Liaison was also not filled, CFS Division staff, most often the Director and the Adoption Administrator, continue to provide consultation and case-related advice on ICWA cases.

Recruiting Native American Foster/Adopt Parents and Working with Adoption Issues involving Native American Children

UPDATE: Local efforts continue to be made to recruit families that reflect the ethnic diversity of the children in the state (and in the regions). Adoption specialists make regular contact with the tribes of children referred for adoptive placement for which the Indian Child Welfare Act applies. These contacts are designed to elicit any suggestions tribal members might have for relative or tribal placement. Or, in the event that such placement cannot be found, this work facilitates an agreement with other alternative placement options. The Administrator of Adoption Services has met with the tribal child welfare directors to request feedback regarding ICWA compliance in adoptions cases. The Adoption practice manual has been modified to mandate ICWA compliance. In collaboration with the REACH project, the AASK Program has hired an adoption specialist that provides adoption services to the Turtle Mountain Reservation.

Tribal Courts

The Chief Judges from all four Tribal Courts on reservation lands in the state were invited to participate and sit as members of the Chief Justices Children's Justice Initiative in 2005-2006. These Judges are also invited to participate in the ND Supreme Court Judicial Conference in November, which has included child welfare content in the last four years, again in the upcoming year. We continue to provide opportunities for integration of tribal court issues into our collaborative efforts with the ND Supreme Court with invitations to trainings and collaborative events. By observation, few tribal judges attend because of their schedules and the demands of their positions.

UPDATE: Regional child welfare workshops were scheduled to be held in the spring of 2009 with invitation to the tribal judges and tribal partners. However, these workshops were moved from spring of 2009 to the fall of 2009 because of late spring blizzards and statewide flooding. Invitations will be extended to these sessions as they are scheduled.

Native American Training Institute (NATI)

UPDATE: The CFS Division works closely with NATI to build and maintain state-tribal relationships, to work collaboratively on training sessions, and to maintain state-tribal IV-E agreements. In addition, the CFS Division, as afore mentioned, collaborates and supports the ICWA conference that is hosted annually by NATI. The CFS Division has a biennial contract with NATI to support training work and development work on both ICWA issues and other issues central to the state-tribal work.

I. CHILD ABUSE PREVENTION AND ABUSE ACT (CAPTA)

Areas for Selected Improvement

The Goals for the Consolidated CFSP are used as the Goals for the CAPTA plan. The CPS strategic plan for CAPTA is consolidated within the CFSP. Program areas selected by North Dakota for the support and improvement the North Dakota Child Protective Service (CPS) system (Subsection (a) of Section 106) with the specific objective(s) related to the specific program area are identified.

North Dakota will provide notice to the Secretary regarding any substantive changes in State law that may affect its eligibility for a Basic State Grant.

PROGRAM AREAS SELECTED FOR IMPROVEMENT FROM THE 14 AREAS DELINEATED IN SECTION 106(a) (1) THROUGH (14) of CAPTA:

<u>Area (1):</u> the intake, assessment, screening, and investigation (assessment in ND) of reports of abuse and neglect

- Of all children who were victims of child abuse or neglect (Services Required) during the first six months of the year, 5% or fewer children will have another services required report within a 6-month period. FFY 2008 data: 3.15% of children with a "Services Required" decision during the first six months of the year had another 'services required' report decision within a 6-month period.
- Of all children served in foster care in FFY2008, 99% or greater will not be victims of child abuse or neglect (Services Required) while placed in family foster care or a residential foster care facility. FFY 2008 data: Of the 2134 children served in foster care, 15 children were victims of child abuse or neglect: 15/2134 = .0070 (less than 1 percent)
- By July 30, 2008, CPS policy will include specific timelines for initiating an assessment, including timelines for face-to-face contact with reported victims. Child Protection Service Chapter 640-05-01-10-01 specifies timelines for initiating an assessment, including timelines for face-to-face contact with reported victims. The policy was enacted 12/3/07.
- Ninety (90) percent of assessments will be initiated according to timelines established in policy. FFY 2008 data: Cases initiated according to timelines established in policy was 92.5%.
- As per the FRAME System data requirements, the revised SSRA/Life Domains document will be completed and integrated into CPS policy and into the practice process. (See <u>UPDATE</u> below)
- Funding will be maintained to provide support for Community-Based Child Abuse Prevention, through Parent Resource Centers in the state that use evidence-based child abuse and neglect programming/curricula.
- Annual reports will be generated to include the Child Fatality Review Panel, Institutional Child Abuse and Neglect, the Citizen Review Committee, and the Alliance for Children's Justice, all chaired by the CPS Administrator.
- Seventy-five percent of the services required assessments will receive either case management (Code 29) or foster care (Code 51) services. FFY 08 data: The number of 'services required' assessments totaled 678. The number of 'services required' assessments receiving case management (Code 29) was 494. The number of 'services required' assessments receiving foster care (Code 51) was 184. (494 + 184= 678) One hundred percent of 'services required' assessments received either case management or foster care services.

The Child Protection Services (CPS) Task Force provides advice on CPS policy and practice issues. The membership of this Task Force is comprised of direct service social workers who work with child protection, supervisors of the direct service social workers, regional child protection service social workers, and the CFSTC staff. Additional ad hoc members from other professions are also brought to the table as needed (e.g. Domestic Violence program staff). The CPS Task Force continues to meet at least quarterly to assist with developing ways to improve the intake, assessment, screening, and assessment of reports of abuse and neglect.

<u>UPDATE:</u> The CPS Task Force continued to meet over the plan period and provided input to proposed legislation introduced in the 2009 legislative session. Changes included restoring the reporting requirement for mandated reporters to report <u>all</u> suspected child sexual abuse to Child Protection Services, rather than only sexual abuse that is suspected to have been perpetrated by 'a person responsible for a child's welfare' (North Dakota statutory language). This legislation was passed and will take effect on August 1, 2009 and represents an improvement in the intake, assessment, screening, and investigation (assessment in North Dakota) of reports of abuse and neglect.

The FRAME child welfare data system is complete and will be implemented statewide, in November 2009. The revised SSRA/Life Domains document is completed and is integrated into the FRAME data system to be used to assess child safety, risk and family strengths across child welfare programs. Work in the next reporting period will include integrating FRAME data system into CPS policy and into practice processes. Implementation of the FRAME data system will also be used to improve the intake, assessment, screening, and investigation (assessment in North Dakota) of reports of abuse and neglect and to implement action steps in the approved Program Improvement Plan.

The Child Protection Services (CPS) Policy Manual was re-written in 2006 and updated throughout the plan period. The policy manual is available electronically, on the North Dakota DHS's website: http://www.state.nd.us/robo/projects/childabuse/childabuse.htm

Funding has been maintained to provide support for Community-Based Child Abuse Prevention, through Parent Resource Centers in the state that use evidence-based child abuse and neglect programming/curricula. (Reported in FFY 2008 CBCAP report.)

Annual reports have been generated including the Child Fatality Review Panel (CFRP), Institutional Child Abuse and Neglect, the Citizen Review Committee (CRC), and the Alliance for Children's Justice, all chaired by the CPS Administrator. The CFRP report and

Institutional Child Abuse and Neglect report have been incorporated into the FFY 2007 Children and Family Services Statistical Bulletin available online at: http://www.nd.gov/dhs/info/pubs/family.html

Area (2) (A): creating and improving the use of multi disciplinary teams and interagency protocols to enhance investigations (assessments in North Dakota)

The Child Fatality Review Panel (CFRP) conducts a review to determine the preventability all deaths of children where a ND death certificate has been issued and the incident leading to the death happened in North Dakota. An additional in-depth and separate review of all child fatalities where child welfare is involved with the family is completed.

The CFRP is fully operational and reports out after case reviews with suggestions for improvements or changes in policy and procedure to prevent the deaths of children in North Dakota. A report is prepared on an annual basis through the CFRP. The CFRP in the past has also served as a Citizens' Review Team. In 2006, the North Dakota Citizen Review Committee's (CRC) structure changed to a free standing CRC to review cases from child protective services work in the field. The base for this new structure was the CPS Task Force. Additional members representing varying stakeholders and citizen constituent groups were added to the group for the purposes of the Citizen Review Committee. CRC members were selected from each of the eight regions of the state. The CRC meets quarterly in conjunction with the CPS Task Force.

North Dakota CPS has administrative rules providing for appeals of CPS decisions. When a person responsible for the care of a child (subject of a report of suspected child abuse and neglect) disagrees with a decision that services are required for the protection and treatment of an abused or neglected child, that subject may appeal that decision. North Dakota will continue to update the process for appeals throughout the plan period.

<u>UPDATE:</u> The CRC continued to meet during the early part of the reporting period and formed a sub-committee to address issues surrounding the intersections between systems when working with substance abusing pregnant females (adults and adolescents) and with substance exposed infants. The Citizen Review Committee report is attached to the CFSP for review. The CRC has lost a significant number of citizen members through attrition and lack of attendance. The CPS Task Force is assisting in the revitalization of the CRC. This work will take place during the next plan period and will improve the use of multi disciplinary teams and interagency protocols to enhance investigations (assessments in North Dakota).

A guide for decision-making was completed and disseminated to the field for use by county social workers and supervisors, regional

supervisors and multi-disciplinary child protection teams. This decision-making guide will improve the use of multi disciplinary teams and interagency protocols to enhance investigations (assessments in North Dakota). A previously developed guide for completing a safety, strength, risk assessment continues to be distributed and has been incorporated into the new FRAME child welfare electronic database for ease of use by the field and improved communication with system partners. A handbook for CPS multi-disciplinary team members continues to be distributed to team members across North Dakota.

Child Protection state administrative staff collaborated with the Developmental Disabilities Unit regarding the North Dakota 1915c Medicaid Home and Community Based Waivers. As a result of this collaboration, an information-sharing protocol for matching clients common to both systems is in process. The collaboration group continues to meet quarterly to further the collaboration on behalf of citizens who are clients of both systems. This ongoing collaboration will enhance child protection service assessments (investigations) by fostering communication between child protection workers and developmental disabilities case managers for more comprehensive responses to families.

Area 6: developing, strengthening, and facilitating training ---

<u>UPDATE:</u> A training session on forensic interviewing was held for social workers and law enforcement officers who complete joint assessment/investigations with law enforcement on cases of suspected child abuse and neglect in October 2008. An additional day of training, adjacent to this session, was held for CPS social workers who have already received the forensic interviewing training/skills. This training included a per-to-peer consultation model.

Competency-based Child Welfare training is provided through a contract for the Children and Family Service Training Center (CFSTC) at the University of North Dakota (UND). The CFSTC Work Plan is found in another section of the CFSP report. Over the past two years, the former CPS Administrator engaged, with CFSTC staff and other technical experts in "re-writing" and refining the curriculum in the area of testifying in court, preparing affidavits and understanding legal issues in CPS practice. This area of the curriculum is now complete and includes a CPS assessment as the basis for participants to enhance skills in affidavit writing, testifying and documentation of case related details. The curriculum also includes information to assist in better understanding and application of concepts in state and federal law.

Since September 2008, sixteen (16) presentations for "mandated reporters" have been delivered in communities across the state (649)

mandated reporters participated in these sessions). A new curriculum for these presentations was developed by Prevent Child Abuse ND (PCAND) in late 2007. The need for mandated reporter training has been established; however, the method of delivery is being re-evaluated and discussions are underway regarding possibilities for changing the venue in order to offer these trainings more efficiently.

Area (14): supporting and enhancing collaboration among public health agencies, the child protection system and private community-based programs to provide child abuse and neglect prevention and treatment services

The Alliance for Children's Justice is a multi-disciplinary task force that is funded partially with Children's Justice Act funds and partially with CAPTA basic grant funds. With CAPTA funds, this taskforce has developed a state prevention plan for child sexual abuse. Four Prevention Summits have been held since June of 2006. These summits have as their main focus prevention of child maltreatment with the emphasis on the public health issue of abuse and neglect. In 2008, the Alliance sponsored an event at the Children's Justice Symposium to emphasize prevention programming in child welfare work. In addition to this special event at the Symposium, there was emphasis on prevention issues in both Symposium keynote and workshop presentations. The Alliance was (through individual members) an active participant in planning for and supporting the Children's Justice Symposium.

<u>UPDATE:</u> Information continues to be distributed to parents, clergy and medical providers on child sexual abuse. This material places emphasis on child maltreatment as serious public health program. Other booklets distributed include one for childcare providers, and another one for adolescent offenders. The most recent booklet (2005) is one on keeping children out of the crossfire of custody battles. This booklet has been very helpful to many other professionals and has been reprinted twice since being developed. This publication was used as a judicial resource in the November 2008 Judicial Conference. The web site www.pcand.org was rebuilt in 2006 with updates and currently maintains a publications section where parents and professionals have access to these materials at any time. This website is maintained by PCAND.

CAPTA funds have been used to fund the only statewide organization that has as its sole function the prevention of child maltreatment, Prevent Child Abuse North Dakota (PCAND). This cooperative effort with PCAND continued throughout the plan period with funds supporting the "Circle of Parents" support groups, "Nurturing Parent" educational programs and the organization as a whole. Through the network of PCAND and the Parent Resource Centers in the state (supported by a collaborative through North Dakota State Extension Service and a contract using CBCAP funds), Circle of Parents groups remain strong

and there are currently 8 groups in the state (see Family Support section in CFSP for more detail).

In April of 2009 ND "Child Abuse Prevention Month" activities included eleven CAP month "mini-grants" awarded to communities across the state to fund locally planned prevention activities.

J. FAMILY SUPPORT SERVICES

The Nurturing Program

<u>UPDATE:</u> From September 2008 through May 2009, the Nurturing Program was available to families in nine communities/counties of the state with 114 parents completing the program.

♣ Parent Resource Centers (PRCs)

During the 2009 state legislative session, an additional amount of state general fund dollars was granted to provide infrastructure support for this network of programs/centers. Each PRC participated in a Family Resource Center Network coordinated through the Family Life Education Program, a partnerships with the North Dakota State University Extension Service. The network provided for site visits, a peer review process and an evaluation component for the individual centers as well as for the network.

<u>UPDATE:</u> In SFY 2009 PRCs served 2,251 parents, 32 children with disabilities and 174 additional families in direct, preventive services. Of the number served, 817 completed the FRIENDS Family Support Outcomes Survey as a component of evaluation for CBCAP funded programs. The data indicates the majority of parents/caregivers completing the survey believed the program helped them improve their parenting skills, helped them reduce the stress in their lives and helped them reach their goals for their family. A full data report is included in the annual CBCAP report, but a portion of the data is included for your information below:

8) This program has helped me improve my parenting skills.									
PERCENT NUMBER									
1 (Strongly Disagree)	1%	4							
2	1%	5	Count: 760						
3	2%	15	Mean: 6.14						
4	7%	54	Weall. 0.14						
5	13%	95	St Dev: 1.15						
6	26%	195	0, 20, 11, 11, 10						
7(Strongly Agree)	52%	392							

9) This program has helped me reduce stress in my life.									
PERCENT NUMBER									
1 (Strongly Disagree)	1%	10	0 774						
2	1%	10	Count: 771						
3	3%	23	Mean: 5.76						
4	12%	95	Weall. 5.76						
5	18%	137	St Dev: 1.34						
6	25%	195							
7(Strongly Agree)	39%	301							

10) My ideas and opinions are welcomed and included in the program.								
	NUMBER							
1 (Strongly Disagree)	0%	2	0 775					
2	0%	0	Count: 775					
3	1%	6	Mean: 6.45					
4	3%	26	Wicaii. 0.43					
5	5 8% 64							
6	23%	181	St Dev: 0.89					
7(Strongly Agree)	64%	496						

11) I feel that the program staff respects me.									
	PERCENT NUMBER								
1 (Strongly Disagree)	0%	3							
2	0%	1	Count: 779						
3	0%	1	Mean: 6.58						
4	2%	17	Weall. 0.50						
5	6%	50	St Dev: 0.81						
6	20%	152	3, 23, 1, 0, 0, 1						
7(Strongly Agree)	71%	555							

12) This program is helping me reach my goals for my family and me.						
1 (Strongly Disagree)	0%	3				
2	1%	5	Count: 759			
3	1%	7	Mean: 6.22			
4	6%	47	Weall. 0.22			
5	12%	93	St Dev: 1.07			
6	26%	196				
7(Strongly Agree)	54%	408				

13) Parents in this program learn from each other.									
PERCENT NUMBER									
1 (Strongly Disagree)	0%	2	0 754						
2	0%	3	Count: 751						
3	0%	1	Mean: 6.46						
4	3%	26	Weall. 0.40						
5	St Dev: 0.89								
6	23%	173	3, 2311 0.00						
7(Strongly Agree)	64%	484							

K. CITIZEN REVIEW COMMITTEE (CRC)

The Citizen Review Committee (CRC) has been meeting as a formal group since 2005, assembling quarterly for case review and to discuss program and policy issues. In the past year, the CRC was instrumental in creating and moving

practice forward on the face-to-face contact standards. A process is in place to review cases and the CRC has used this process with great success. A copy of the Annual CRC Report for North Dakota is attached (ATTACHMENT C).

L. <u>CFCIP AND ETV PROGRAMS</u>

The following information is submitted to serve as a report for FFY 2009 CFCIP activities and as application for FFY 2010 funding. This report provides all information as requested in Program Instructions ACYF-CB-PI-09-06, issued June 3, 2009. A general overview of North Dakota's CFCIP and ETV program is provided, as well as progress achieved in the six purposes of the CFCIP and a report of the ETV Program for FFY 2009.

General Overview

The North Dakota Department of Human Services, CFS Division administers the Chafee grant and supervises the Regional Chafee Foster Care Independence and ETV Programs located throughout the state. The North Dakota Department of Human Services, CFS Division will cooperate in national evaluations of the effects of the Regional Chafee Foster Care Independence and ETV Programs located throughout the state, in achieving the purposes of CFCIP.

North Dakota's overall goal is for every young adult who lived in foster care as a teenager to meet the following outcomes by age 21:

- 1. All youth leaving the foster care system shall have sufficient economic resources to meet their daily needs.
- 2. All youth leaving the foster care system shall have a safe and stable place to live.
- 3. All youth leaving the foster care system shall attain academic or vocational/educational goals that are in keeping with the youth's abilities and interests.
- 4. All youth leaving the foster care system shall have a sense of connectedness to persons and community.
- 5. All youth leaving the foster care system shall avoid illegal/high risk behaviors.
- 6. All youth leaving the foster care system shall postpone parenthood until financially established and emotionally mature.
- 7. All youth leaving the foster care system shall have access to physical and mental health services.

Serving Youth Across the State of North Dakota: The North Dakota Chafee program incorporates the values, principles and beliefs of the Wraparound case management practice model (refer to pages 5-7 of this document). North Dakota ensures that all political subdivisions in the state are served by the CFCIP, including tribal youth and youth in the Division of Juvenile Services custody, through the CFCIP offered in each of the eight regions in North Dakota and covering all 53 ND counties. The CFCIP is provided

through various county social service agencies, with the exception of the Devils Lake region, which is currently a partnership with PATH. A Regional Independent Living Coordinator is located within a designated county within each region of the state. The eight regions of the state are as follows:

RE	GION	LOCATION OF IL COORDINATOR			
I	NORTHWEST- Williston	Williams County			
II	NORTH CENTRAL - Minot	Ward County			
Ш	LAKE REGION – Devils Lake	Belcourt PATH Office (Turtle Mtn Reservation)			
IV	NORTHEAST - Grand Forks	Grand Forks County			
٧	SOUTHEAST – Fargo	Sargent County (Office at PATH – Fargo)			
VI	SOUTH CENTRAL – Jamestown	Stutsman County			
VII	WEST CENTRAL – Bismarck	Sioux County (Office in Bismarck)			
VIII	BADLANDS – Dickinson	Stark County			

Memorandums of Agreement (MOAs) are issued to the above referenced designated counties within each region for administration of the program. To ensure that foster youth from all regions of the state have access to services, the MOAs and contracts are issued on a regional basis.

<u>UPDATE:</u> MOAs were issued to seven counties for FFY October 1, 2008 through September 30, 2009, with one of these counties sub-contracting with a private provider. In addition, a contract was issued to PATH, a private provider, for implementation of the program in the Devils Lake Region. In July 2009, the CFS Division began negotiation of the MOAs and contracts for the period beginning October 1, 2009. Those administering the programs follow state policy and federal Chafee guidelines, yet have the flexibility to individualize their programs based on the needs of the youth they are serving. The Regional IL programs are reviewed annually in a Quality Assurance Review conducted by the State IL Administrator.

Progress Achieved and Planned Activities to Design, Conduct and/or Strengthen the Seven Purposes of CFCIP

<u>Purpose #1:</u> To identify children who are likely to remain in foster care until 18 years of age and to help these children make the transition to self-sufficiency by providing services such as: Assistance in obtaining a high school diploma, career exploration, vocational training, job placement and retention, training in daily living skills, training in budgeting and financial management skills, substance abuse prevention and preventive health activities (including smoking avoidance, nutrition education, and pregnancy prevention) help youth make the transition to self-sufficiency.

<u>UPDATE:</u> North Dakota engaged and informed CFCIP participants in implementation efforts relating to the Fostering Connections to Success

and Increasing Adoption Act of 2008, specifically in the provisions addressing older youth, both at the policy and program levels as well in their individual case decisions. Youth were informed that it is an option to remain in foster care past their 18th birthday for the purpose of completing high school, pursuing vocational training, or attending college. North Dakota continued to make progress towards our state policy requiring all Child Welfare Agencies to implement the Wraparound case management practice model, incorporating Child and Family Teams and the Care Plan into their work with all children in foster care. Regional IL Coordinators continued to attend the Child and Family Team Meetings for those youth who were being considered for IL services, and for those youth currently receiving services. The Regional IL Coordinators continued to be directly involved in the Wraparound/Care Plan/Child and Family Team Process with emphasis on permanent connections and effective outcomes for the older foster youth/young adults.

Regional IL Coordinators work with family team members in the Wraparound case management process in an effort to support the youth regarding the seven purposes of the CFCIP and to provide for the youth's personal and emotional needs (including spiritual and cultural opportunities) as defined in the Care Plan. Team members include the youth, the youth's parents and/or identified family members, guardian ad litems, case workers (PATH, County, DJS, Residential facilities), youth groups (clubs, organizations, Best Friends Program), guidance counselors, IEP team members, Colleges/Universities, Job Service Work Improvement Act (WIA), Job Corps, Adult Learning Center, Housing, Community Action, Salvation Army, and private entities/businesses as applicable (including Youthworks who offers support to North Dakota youth that access their services for apartments, support staff and other support services).

Under current policy, youth who have been identified as aging out of care and those who have aged out of care are the number one priority. Foster care youth who have turned 16 were offered Chafee services and if declined by the youth, were offered at minimum every 6 months if the youth have been identified as likely to age out-of-care.

<u>UPDATE:</u> Youth continued to be identified through case meetings with multidisciplinary staff from the youth's team. Youth who have been identified as "likely to age out of care" completed the Life Skills Assessments and the results were incorporated into the IL Plan for the youth. This plan was discussed among team members and incorporated into the Care Plan document. Some regions utilized the Casey Life Skills Modules to assist the youth in accomplishing identified goals in the IL plan portion of the Care Plan. Other regions set up seminars in the above-identified areas to provide information and establish relationships with local service providers.

Youth in all eight regions are encouraged and invited to be involved in ongoing Regional Youth Stakeholder Meetings in each region as well as in all regional Quarterly Youth Stakeholder Meetings. This provides youth with a forum for giving their input and expressing their viewpoints about youth needs and rights, as well as influence decisions related to the implementation of the seven purposes of the Chafee Foster Care Independence Program.

<u>UPDATE:</u> The Quarterly Youth Stakeholder Meetings provided statewide youth leadership opportunities utilizing a statewide youth board. Youth were voted into office by fellow members of the youth board. Officers consist of President, Vice President, Treasurer, Secretary and Historian.

Training related to working with current and former foster youth took place at the annual Children and Family Services Conference in July 2009 entitled, "North Dakota Children and Family Services Conference: Fostering Connections." The presentations offered included: "Motivational Interviewing," "Drug Abuse – A Part of Child Abuse: How to Evaluate," "The Social Worker's Role in Providing Quality Contacts," "Connecting Children to Trauma-Specific Mental Health Treatment," "Safety Planning 101 (for children and adolescents who have sexually acted out)," "Bright Beginnings," "Raising Resilient Children in a Risky World," "Addressing the Unmet Needs of Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) Youth in Out-Of-Home Care," and the plenary, "Relationships Past and Present: A Developmental Lens for Just Decision-Making in Children's Lives." These workshops/presentations were designed to give education and tools to strengthen the work of providers in the state's child welfare system.

<u>Purpose #2:</u> Help youth receive the education, training, and services necessary to obtain employment.

The Regional IL Coordinators offer one-on-one assistance to youth, assisting them to complete requirements for their high school diploma or GED and to attend post secondary education when appropriate. Many of the coordinators spend one-on-one time assisting the youth in gathering information they needed to gain employment (i.e. Social Security cards, birth certificates and driver's licenses). A good collaborative relationship exists between the contract agencies, Job Service North Dakota, Workforce Investment Programs, Job Corps, the University system, and the local public school systems. The regional IL coordinators continue to maintain their contacts and relationships with representatives of regional WIA youth programs.

<u>UPDATE:</u> Through TANF and the American Recovery and Reinvestment Act (ARRA), a pilot subsidized employment program for youth in foster care, age 16 and older and Economic Assistance (EA) eligible, was developed and began accepting referrals September 8, 2009. This program provides funding to support youth in obtaining sustainable

income. This program is administered by Career Options and is supervised by the State Independent Living Administrator. Educational Training Vouchers continued to supplement youth age 18 through 23 in meeting their financial needs toward their vocational or secondary education goals.

<u>Purpose #3:</u> To help youth prepare for and enter post-secondary training and educational institutions.

With the inclusion of the ETV funding, an increasing number of foster youth and child welfare professionals are seeing higher education as an option for foster youth. This is important as those younger foster youth who realize they have the option of attending college, begin to prepare many years before they age out of care. Regional Coordinators administer assessments to determine how prepared the youth are in pursuing post secondary educational goals. The Coordinators provide skills training on an individual basis and assist youth in exploring career options and/or educational goals.

<u>UPDATE:</u> Youth were assisted in making a plan to complete their high school/GED requirements and in being well prepared to take the ACT/SAT placement tests. Many youth were given the opportunity to tour prospective schools and training facilities. Each youth has the opportunity to receive individual assistance to help with enrollment, scholarships, financial aid and housing, etc. Foster youth, age 18 and older, were given the opportunity to remain in Family Foster Care until they complete high school and/or college, or turn 21 years of age.

Regional IL Coordinators assist youth in preparing for post secondary education and training by ensuring that information is shared and requirements for enrollment are completed. This takes the form of one-on-one contact, books, groups and referrals to community resources. The coordinators involve youth in the development of their educational plans in preparation for post-secondary education/training. Each educational plan identifies the following:

- links/communication with secondary educational counselors, officials, and other support persons;
- a plan for successful completion of secondary education/training;
- a plan for completion of required applications, tests, and financial aid forms;
 and
- a plan for providing support during post-secondary educational attendance including, but not limited to, housing, child care and tutoring. These activities are allowable costs related to successful participation in post secondary education and training.

<u>UPDATE:</u> The North Dakota IL Administrator provided updates about the ETV Program to youth in the foster care system. The CFSTC incorporated information on the ETV Program into the Child Welfare Certification Training curriculum. Several Regional IL Coordinators

maintained connections with local Job Corps sites.

<u>Purpose #4:</u> To provide personal and emotional support to youth aging out of foster care, through mentors and the promotion of interactions with dedicated adults.

Independent Living Coordinators, case managers, foster parents, treatment staff and other team members provide individualized support to assist youth in making the transition to independent living. The definition of "permanency" for youth has expanded within the past several years and continues to be seen as life-long connections for foster youth. Foster Care Policy Manuals reflect this definition, philosophy and process. Several tools have been disseminated to the field to educate child welfare professionals. A discharge-planning checklist was provided to custodians to assist them with their planning efforts for older adolescents. This planning list contained a section to identify the names of a number of supportive adults for the youth.

<u>UPDATE</u>: Regional and state Youth Advocacy Boards included youth presently in care as well as former foster youth. These Boards continued to provide a supportive environment for youth to both share and gain information as well as develop and maintain mentoring relationships. Regional IL Coordinators continued to seek out professionals in the youth's area of interest who were willing to act as a mentor, and support that relationship by facilitating meetings and job shadowing opportunities. Regional IL programs collaborated with local mentoring programs including Mentors and Friends, the Best Friends Program and various clubs and organizations. The Region I IL Coordinator worked in collaboration with the Eckert Youth Home in utilizing adult mentoring, encouraging youth and adult connections. The Youth Advisory Board and Regional IL Coordinators identified the need to pursue and develop more in depth mentoring opportunities and programs which will be a collaborative effort.

<u>Purpose #5:</u> To provide financial, housing, counseling, employment, education, and other appropriate support and services to former foster care recipients between 18 and 21 years of age to complement their own efforts to achieve self-sufficiency and to assure that program participants recognize and accept their personal responsibility for preparing for, and then making the transition from adolescence to adulthood.

The program's primary focus is foster youth, age 16 or older who have been identified as "likely to age out of care," as well as those who have aged out of care. Because of this focus, the Regional IL Coordinators provide more indepth assistance to the needlest youth. Before youth age out of care, the Regional IL Coordinator provides information on where the youth can continue to get emotional, financial, vocational and educational support. This comes in the form of flexible Chafee funds, community resources, mentoring relationships and ETV programming to name a few. Many times, youth are provided with a "basket" of items that will assist them in setting up their own

living arrangements.

The North Dakota IL Administrator secured a grant from Casey Family Programs to construct a website for foster youth. The State Youth Advocacy Board was in charge of developing and implementing the website content, with assistance from the Regional IL Coordinators. The website is in the final development phase and will display pertinent information and resources for transitioning youth in each specified region. Regional IL Coordinators collaborate with private, nonprofit agencies providing IL support services including a Transitional Living Program. The lack of affordable, supportive housing continues to be a significant need in the state.

<u>UPDATE:</u> Two regions piloted a Discharge Checklist with youth to develop a comprehensive transition plan with each youth 6 months before discharge and reviewed and finalized 90 days prior to the child leaving foster care. The Discharge Checklist was developed as a tool to assist in ensuring that youth transition is addressed prior to youth aging out of care.

The CFS Division collaborated with the private nonprofit agency to address the transitional living needs of youth in the noted regions. The CFS Division has continued to further explore the possibility of obtaining funding to expand upon the housing options available to former foster care youth in North Dakota.

The state IL Administrator monitors Chafee expenditures to ensure no more than 30% of our Federal fund allotment is spent to provide room and board for youth who left foster care after having attained 18 years of age but not yet attained 21 years of age. "Room and Board" is defined as sleeping accommodations and meals.

<u>UPDATE:</u> Regional IL Coordinators documented room and board on Flex fund logs included in the Regional quarterly and year-end reports. Regional IL Coordinators continued to utilize each youth's team to determine daily needs throughout coordination of IL services. They also utilized the checklist to ensure that youth participating in the CFCIP developed a comprehensive transition plan to meet their daily needs, including self-sufficiency regarding lodging and food provisions for youth. The annual IL Quality Assurance Review provided assurance that Federal guidelines are adhered to in the administration of the CFCIP.

<u>Purpose #6:</u> To make available vouchers for education and training, including post secondary training and education, to youth who have aged out of foster care.

In compliance with P.L. 110-351, The North Dakota Educational and Training Voucher (ETV) Program provides post secondary educational financial assistance to help eligible youth make the transition to self-sufficiency and to

help eligible youth receive the education, training and services necessary to obtain employment. Youth are determined eligible for ETV programming according to the following eligibility criteria:

- Youth that were discharged from foster care on their 18th birthday, or continue to be in foster care past their 18th birthday, provided they were in foster care for at least one year, and have not reached their 21st birthday at the time of application;
- Youth who after attaining 16 years of age, are adopted from, or enter kinship guardianship from foster care, but have not reached their 21st birthday;
- Youth participating in the ETV program on their 21st birthday can remain eligible until they turn 23, as long as they are enrolled and making satisfactory progress toward completing their post-secondary education or training program;
- Youth who are United States Citizens or qualified non-citizens; and
- Youth who are, or will be enrolled into a program at an accredited or preaccredited college, university technical or vocational school.

To ensure that the ETV Program operates efficiently, the ETV Program is administered by the state IL Administrator who assures that the ETV applications and awards are in compliance with Chafee ETV Federal conditions. The Regional IL Coordinators provide the initial review of the youth's ETV application. Prior to issuance of an ETV award, the final review is completed by the IL Administrator. The award amounts are determined through final review and audit of the application including the youth's Federal financial aid resource (Free Application for Student Financial Assistance), the Chafee ETV application, the Eligibility Verification Sheet, and the educational institution's Cost of Attendance and Award letter along with other documents required for complete application submission.

<u>UPDATE:</u> Through this review process, The State IL Administrator ensured that the Federal assistance program did not exceed the total cost of attendance and avoided duplication of benefits under this and any other Federal assistance program. Youth were notified through a written letter from the State IL Administrator of their ETV award, and the check was sent directly to their educational institution. There were no issues of concern regarding the issuance of the ETV vouchers as there were no state statutory and/or administrative barriers identified.

North Dakota ensured that ETV awards were distributed with fair and equitable treatment of benefit recipients. The IL State Administrator utilized objective criteria based on applications received and availability of funds. The IL Administrator set a deadline for each semester application period, so that all applications were prioritized based on the amount of ETV funds requested and the amount available. Youth who received an ETV award and did not achieve at minimum a 2.0 GPA for a prior semester were put on Probationary Status with the ETV program, and were required to demonstrate at minimum a 2.0 GPA, through

educational institution verification, to be eligible for subsequent ETV awards.

All Institutions of Higher Education within our state are familiar with the ETV Program, and are willing to work closely with Regional IL Coordinators and youth to ensure the youth receive the full benefit of the program. The IL Coordinators offer one-on-one assistance to youth to complete requirements for their high school diploma or GED, and to attend post secondary education or training programs. A strong collaboration continues with the contract agencies and Job Service North Dakota, Workforce Investment Programs, Job Corps, the University system, and the local public school systems.

<u>UPDATE:</u> Regional IL Coordinators continued to meet with and make presentations to stakeholders to ensure that they are informed about the availability and guidelines of the ETV Program. The ETV program was discussed at the quarterly IL Coordinator meetings.

The ND Youth website, created through a Casey Foundation grant, will include a portion of the site dedicated to the Education and Training Voucher Program. A couple of regions within the state utilize a peer mentor program within their regions. Former foster youth currently in college provided support to those foster youth planning to attend.

<u>UPDATE:</u> The Department of Human Services CFS Division has monitored the ETV Program process and made policy revisions when necessary. The ETV application checklist is under revision, for the purpose of simplifying the ETV application process, including the initial ETV applications and subsequent ETV applications. The ETV Program was promoted throughout the state. Expansion of the current Regional Peer Mentor Programs will be explored. Continued education about the ETV Program and referral process was ongoing through Regional IL Coordinator's collaboration with referring partners, State IL Administration collaboration with Regional Supervisors and through CFSTC initiatives.

<u>Purpose #7:</u> To provide services to youth who, after attaining 16 years of age, have left foster care for kinship guardianship or adoption.

The CFCIP is designed to serve youth who are in foster care or who have been in foster care. Independent Living Services continued to be available to the former foster child who was in a guardianship arrangement, on the same basis as prior to the guardianship.

<u>UPDATE:</u> The Department of Human Services CFS Division continued to collaborate with the state, county, regional, and referring partners including private entities to offer Chafee and ETV Programs to youth who have been adopted or were in guardianship care. The CFCIP Administrator attended the Adoption Foster-Care Task Force to

collaboratively address issues related to kinship guardianship, adoption and Chafee Program goals. ND Youth were also encouraged to attend the Adoption Foster-Care Task Force meetings. The CFS Adoption Services Manager corresponded with adoption workers on a regular basis and forwarded CFCIP and ETV information to adoption workers for dissemination.

General Reporting Requirements Related to the Seven Purposes of the CFCIP

Training:

The Independent Living and ETV policy manuals continued to be reviewed and updated. Required meetings were held on a quarterly basis with all Regional Independent Living Coordinators. Training and program updates were provided on a regular basis, as well as general sharing of information. The State CFCIP Administrator continued to attend meetings with the Regional Foster Care Supervisors from across the state. This was an opportunity to both give and receive updates on the CFCIP in each region and to discuss program revisions and concerns. The UND Children and Family Services Training Center (CFSTC) continued to provide training to foster parents and social workers on the importance of youth transitioning to independence. In an attempt to expand upon the foster parent's and facility's IL related responsibilities for foster youth, the CFS Training Center's curriculum for Social Workers and Foster Parents was expanded upon, and continues to evolve. Information concerning preparation of youth for transitions and independent living continued to be provided to new foster parents and facilities serving youth. Regional IL Coordinators provided current foster parents with information at Child and Family Team Meetings.

<u>UPDATE:</u> In FFY 2009 to current, Regional IL Coordinators attended numerous educational seminars, classes, and training related to youth, including the following: "Compassion Fatigue," "Family Based Conference," "West River Conference," "Daniel Memorial 'Growing Pains' Independent Living Conference," Institutional Child Abuse & Neglect," "Out of Control Kids," "Gang Awareness," "National Indian Child Welfare Act (NICWA) Conference," "Mental Health & Diagnosis," "Attachment Theory and Close Relationships," "Annual CPI Training," "The Rules of a Violent Girl Culture," "Suicide Prevention, Depression and Grief," "Treating Trauma, Eating Disorders," "Thought Field Therapy," "Parenting and Stress Management," "Transitions in Care," "Cultural Diversity Training," and "Native Path to Resiliency."

The State CFCIP Administrator continued to be the lead for the Residential Child Care Facility (RCCF) and Licensed Child Placing Agency (LCPA) Licensure Team, and will be a member of the Psychiatric Residential Treatment Facilities (PRTFs) Coalition and RCCF Association. The licensure reviews ensured compliance with Federal and State Statutes and in addition provided the State CFCIP

opportunity for program updates and sharing of information related to youth. The regional Youth Advisory Boards continued to meet on a monthly basis and the youth were involved in addressing ways in which to improve IL programming within their regions. Elected youth leaders from this group met on a quarterly basis for planning and work on specific projects leading toward system improvement.

The State IL Administrator continued to meet on a quarterly basis with all Independent Living Coordinators, quarterly with the youth and the ND Youth Board, and attended meetings with the Regional Supervisors. The CFS Division hosted the 2009 annual CFS Conference in July entitled "North Dakota Children and Family Services Conference: Fostering Connections," as mentioned under Purpose #1 of this report. The IL Coordinators continued to work at learning new ways to more effectively help youth build leadership skills, increase youth investment in their IL plans, to include youth in all aspects of the Foster Care System. The Youth Advisory Board identified topics they would like to see addressed in the Foster Care System. The State IL Administrator, along with the CFS Division, will consider notices from ACF, Family and Youth Services Bureau, and other entities as opportunities become available, for consideration of further collaboration and methods of meeting youth outcomes toward North Dakota's goals for children in foster care.

 <u>Native American Youth:</u> As previously mentioned, the DHS Tribal Liaison resigned from her position this past spring and her position will not be retained in DHS.

<u>UPDATE:</u> In the past year, tribal partners were invited to be part of the planning for the Fostering Connections work, including the CFCIP. The Native American Training Center (NATI) experienced significant leadership transition over the past year; CFS continues to be on the board of their organization and has continued to work closely with them during these transitions. Native American tribal youth have been encouraged to participate in formal IL Programming, with 77 Native American youth participated in formal IL Programming this fiscal year.

North Dakota currently has Chafee Programs operating out of Sioux County Social Services and the Turtle Mountain Reservation. Each regionally located IL Coordinator offered culturally sensitive and culturally aware Independent Living programming to each Native American Tribal youth who accepted referral to the CFCIP. The CFCIP Assessment provided the opportunity for youth to identify themselves as Native American. IL Coordinators, along with each youth's Permanency Plan Team, continued to develop culturally aware case plans according to the youth's individualized goals, including culturally based goals as applicable. Every youth participating in the CFCIP was encouraged to discuss any cultural aspects they feel are applicable to the IL activities in which they participate. During

the monthly Youth Advocacy Groups, youth were encouraged to work together and learn more about each other's diverse backgrounds.

<u>UPDATE:</u> North Dakota Regional IL Coordinators attended various cultural events including Pow-Wows and Community Forums/Healing Ceremonies to work toward reconciliation in Indian Child Welfare. IL Coordinators consulted with tribal members and Tribal Social Services and researched information on cultures to ensure competency in working with and meeting the cultural needs of tribal youth. The Regional IL Coordinator serving the Turtle Mountain Reservation presented at the Native American Foster Parent Conference in Belcourt, ND, collaborated with the Tribal Scholarship Program, attended a "Cultural Considerations of Native American Children in Foster Care" seminar, attended cultural events, and collaborated with tribal entities. The Sioux County Regional IL Program served Native American youth who lived on and off the reservation. CFCIP Regional Coordinators collaborated with the Ft. Yates High School Independent Living Program.

The same CFCIP and ETV eligibility criteria applied to Native American youth in foster care as to non Native American youth in foster care. Invitations were extended to all North Dakota tribes regarding CFCIP and Educational and Training Voucher Program Trainings. Special efforts were made to recruit Native American Youth for ETV funds. The State CFCIP Administrator's involvement on the Licensure Review Teams for the Residential Child Care Facilities and Licensed Child Placing Agencies provided the opportunity to hear what facilities and regions did regarding cultural competency across the state. North Dakota worked with all Residential Child Care Facilities to enhance cultural experiences for Native American Youth. The ongoing usage of the Ansell-Casey Life Skills Assessment for Native American Youth assisted the Independent Living Coordinators in working more effectively with Native American Youth.

<u>UPDATE:</u> The Regional IL Coordinators cultivated relationships with tribal service providers and provided services to Native American youth to ensure that benefits and services under the programs were made available on the same basis as other youth. IL Coordinators and other CFS Division staff members sought out and attended trainings designed to enhance cultural competence. Each of the Regional IL Coordinators explored options to increase the amount of mentoring occurring for Native American youth by Native American mentors. As previously mentioned in this report, RCCF Licensure Review process provided a collaborative opportunity to meet with Native American RCCF providers annually.

 <u>Service Collaboration:</u> The Statewide Quarterly Meeting was a very effective tool in increasing the collaboration between service providers. All Chafee programs relied heavily on their collaboration with numerous outside agencies to provide effective and efficient services.

<u>UPDATE:</u> Examples of these collaborations in the past year are: Community Action programs, residential facilities, United Tribes Technical College, Youth Correctional Center, Aide Inc., Adult Learning Centers, United Way, Food Pantry, NDSU Extension Services, Job Service ND, public schools, Universities, Social Services, Human Services, the medical community, Salvation Army, AFL-CIO Laborers Union, banks, retail stores, Housing Department, Job Corps, and Medical Assistance. Some of the regions utilized "Community Resource Guides" for the youth they served when available. These guides identify regionally specific resources that can assist the youth in transitioning toward independence.

In FFY 2009, Life Skills classes were offered at all public high schools throughout the state. Custodians and foster youth were encouraged to use this resource. Regional IL Coordinators collaborated with WIA contacts within their respective regions. North Dakota Job Service developed the "Share Network," a list of available statewide resources that can be utilized by youth and coordinators.

<u>Medical Assistance:</u> It was determined that a low number of former foster youth were accessing Medicaid even when they were eligible for the program. Youth have indicated, through surveys and open discussions, that they do not understand the re-determination process. This contributes significantly to their failure to reapply for Medical Assistance once they age out of foster care.

<u>UPDATE:</u> Regional IL Coordinators have made a concerted effort to help youth understand the Medicaid redetermination process by collaborating with professionals working with these youth in order to provide instruction and assistance.

Medical Assistance has been offered to youth who have aged out at 18 years-old. The Medicaid redetermination process ascertains if youth are eligible for one of the following programs:

- Youth receiving a Title IV-E Foster Care Maintenance Payment (including Tribal IV-E payments) are categorically <u>Needy Eligible</u> for Medicaid and no further financial determination is necessary for those youth.
- 2. North Dakota's <u>Medically Needy Program</u> may cover youth up to the age of 21. When a youth who has aged out of foster care lives independently, the youth's income, assets, and approved disability (if applicable) is used to determine eligibility. A youth may request a redetermination to determine Medicaid eligibility prior to aging out of foster care. In the Medically Needy Program, the youth's income

level determines the amount of recipient liability. Recipient Liability is akin to a monthly deductible that must be incurred before Medicaid will pay medically related expenses. Consider the example of "Johnny":

"Johnny" earns:	\$1000.00 per month
Medicaid deducts his withholding taxes of:	210.00 per month
Less his work/training allowance of:	30.00 per month
Leaving a net income of:	760.00 per month
Less the Med. Needed Income Level for 1 person:	750.00 per month
"Johnny's" recipient liability:	\$10.00 per month

- 3. Youth are eligible for <u>Continuous Eligibility</u> until their 19th birthday if the youth is in a continuous eligibility period when 18 years old. The youth would automatically remain eligible until the earlier of the end of their current continuous eligibility period, or their 19th birthday, at which point the youth can reapply.
- <u>Trust Fund:</u> North Dakota does not have a trust fund nor does North Dakota have plans to initiate a trust fund at this time.
- Youth Involvement in State Agency Efforts: North Dakota replicated the Federal CFSR Process as part of a Program Improvement Plan. With the exception of FFY 2009, the CFS Division conducted annual reviews in each of the eight regions. "Youth Stakeholder Meetings" continue to be a part of this ongoing process. As noted elsewhere in this report, the Youth Advisory Board has taken the lead responsibility in developing the state's website relating to IL/Transition regional resources. They were also included in the statewide Foster/Adopt Task Force. Youth were invited to, and involved in, local and national conferences and trainings.

<u>UPDATE:</u> The CFS Division has involved IL/Transitioning youth in programming and program improvements that directly affect them. The Youth Advisory Board began brainstorming topics to possibly present at future legislative hearings. They also began small-group/break-away task groups during their quarterly youth meetings in order to identify youth related topics of interest in an effort to effect change and promote youth initiatives.

National Youth in Transition Database (NYTD): In response to the Foster Care Independence Act of 1999, which required ACF to develop and implement a data collection system to assess performance in each state's IL programs, the CFS Division is analyzing the requirements of the data collection system to determine if North Dakota will implement NYTD or enter into fiscal sanctions. The benefits of outcome measurability have been and continue to be considered while conducting the fiscal analysis. If implemented, North Dakota will utilize the NYTD guidebook compiled by

APHSA, along with technical assistance from the National Child Welfare Resource Center for Youth Development (NCWRCYD) and National Resource Center for Child Welfare Data and Technology (NRC-CWDT). The State IL Administrator has informed the Regional IL Coordinators, the Regional Supervisors and the CFS Division about NYTD and has solicited their input in making the decision regarding implementation.

CFCIP Statistics for FFY 2009:

- 394 Youth/young adults participated in formal IL programming in FFY 2009
- 207 of these youth were ages 16 and 17 (Current Foster Youth Program)
- □ 176 were between the ages of 18 and 23 (After Care Program
- 44 were Native American youth between the ages 16 and 17 (Current Foste Youth Program)
- 46 were Native American youth between the ages of 18 and 23 (After Care Program)
- 90 total Native American youth participated in formal IL Programming
- 15 ETVs were issued to new voucher recipients
- 43 ETVs were issued to ongoing voucher recipients
- A total of 58 ETVs were issued in FFY 2009

See below for a graph of the CFCIP statistics.

	Foster-Care youth age 16 and 17 who participated in formal IL programming	Native American Foster-Care youth age 16 and 17 who participated in formal IL programming	Number of youth who participated in the Aftercare Program	Number of Native American youth who participated in the Aftercare Program	Total Number of ND youth in the CFCIP	Total Number of Native American youth who participated in the CFCIP	ETV's issued to new voucher recipients	ETV's issued to ongoing voucher recipients	Total ETV's issued in FFY 2009
Region I	11	2	5	1	16	3	0	0	0
Region II	20	5	17	6	37	11	0	0	0
Region III	3	2	19	13	22	15	3	1	4
Region IV	41	9	32	5	73	14	3	14	17
Region V	55	3	50	4	105	7	3	4	7
Region VI	9	1	8	1	17	2	4	7	11
Region VII	48	17	42	16	90	33	1	14	15
Region VIII	31	5	3	0	34	5	1	3	4
ND Total:	207	44	176	46	394	90	15	43	58

M. CHILD & FAMILY SERVICES REVIEWS (CFSRs)

The CFS Division is committed to the process of annual case review through the regional Child and Family Service Reviews as a major Quality Assurance effort. Training for CFSR team reviewers was held in October 2008 and July 2009. The review process established in 2003 by the CFS Division will continue to address Safety, Permanency and Well-Being and the established Federal Outcomes and 23 Items through case draws. Regional and statewide strengths in service delivery and gaps and barriers for services were gathered through regional stakeholder discussion groups. Participants in these stakeholder meetings included the courts/legal system, community partners, education, case managers, supervisors, county directors, youth and foster parents.

<u>UPDATE:</u> A Case Rating Summary Document (ATTACHMENT I) was developed in late 2008 at the request of the CFRS-QA Team. Staff from the Department's Decision Support Unit held several meetings with the CFSR-QA Team to clarify and analyze needs and develop the document.

There were several reasons for such a document to be developed. The CFSR-QA Team was interested in moving away from the cumbersome and time consuming reporting out process used in the past regional CFSRs. It was also agreed that the reporting out process utilized in the past in each regional review was not helpful for individual county directors, county supervisors or workers. There was consensus among the QA Team that it would be more helpful to identify case trends, strengths and barriers for the individual counties to focus more clearly on a Program Improvement Plan if needed. The primary emphasis is for pertinent data and information to be provided to the county supervisors to enhance their ability to provide supervision and to evaluate the case management efforts. The need to focus on supervision for case services became more evident when North Dakota received the final results of the 2008 Federal Review.

The Case Rating Summary Document will be used at all Regional Child and Family Services Reviews. The Division's CFSR-QA Team will provide the Decision Support Unit staff with the completed individual case documents after each regional review. Once the documents have been entered on a data base in Decision Support, a Decision Support staff member will be able to provide some preliminary data to the CFS Division. Any trends noted by Decision Support whether it is within a county, regional area, or statewide will be communicated to the CFS Division, regional and county staff.

CFSR reviews were scheduled throughout 2009 in all regions but were cancelled due to CFS Division workload and staff changes. Therefore, we do not have data to report for FFY 2009.

Court personnel have been invited to take part in regional reviews and have elected to actively participate. The Assistant State Court Administrator for Trial

Courts and Juveniles has attended the regional reviews as the official court representative since 2005. Judges, juvenile court officers, state's attorneys and court administrators have been invited to participate in Stakeholder meetings on a regional level and juvenile court officers as CFST team members. Court personnel have been participants in CFSR PIP discussions and framing of the PIP matrix and its goals, strategies and action steps.

<u>UPDATE:</u> Members of the Supreme Court Administrative staff were partner members at the PIP Kickoff in June 2008 and again in May 2009. There was ongoing discussion regarding planning for CFSR regional scheduling and for participation of court personnel. The three juvenile court judges designated by the Chief Justice of the ND Supreme Court participated in the 2008 Federal CFSR process in North Dakota in each of the three regions reviewed. Planning for 2010 will include ongoing participation of court personnel in the review process both as stakeholder team participants and as case reviewers.

For the past three years a post CFSR meeting (6 to 8 weeks after the regional review) has been conducted in each of the regions as another part of the QA process. These meetings have been co-facilitated by staff from CFS and a Supreme Court Administrative staff representative. The meetings were designed to prioritize regional issues identified in the CFSR process and to create local action plans and collaborative opportunities to address regional and local issues.

IV. FIVE-YEAR CHILD AND FAMILY SERVICES PLAN FOR 2010-2014

A. CHILD AND FAMILY SERVICES PLAN STRATEGIES & GOALS

North Dakota's Five-Year Child and Family Services Plan incorporates both the state's Program Improvement Plan and additional strategies and goals that speak directly to the Division's mission, vision and values. Woven throughout is fidelity to the Wraparound case management practice model. The CFS Division, with support from our Federal Partners and PIP co-leads, initially identified four (4) primary strategies which eventually became our PIP strategies. Because the PIP strategies and goals are quite expansive, we anticipate they will progress beyond the two-year PIP cycle. Therefore, the PIP is significant in our comprehensive plan over the next five years. The additional strategies and goals in our five-year plan emerged through the PIP development process but were considered more complex and requiring more time to achieve. What follows is North Dakota's Five-Year Child and Family Services Plan.

GOALS	OBJECTIVES	MEASURES OF PROGRESS	TIMELINE
I. Strengthen the Wraparound case management practice model to	A. Provide quality, consistent assessment and planning for all children and families served	A. Assessment and team planning is occurring across the state	A. Year 2
enhance safety, permanency, and well-being outcomes across all stages of the child welfare service	B. Expand the Wraparound case management practice model using data driven decision making strategies	B. Data is available and used to assist in making decisions regarding program expansion	C. Year 3
delivery system	C. Examine data outcomes when making funding decisions across the child welfare system	C. Data outcomes are accessible and used in making funding decisions	C. Year 4
	D. Build on case work tools that support the Wraparound case management practice model: i. Expand Intensive In-Home services to all regions of the state ii. Build a continuum of Family Group Conferencing tools to respond to intervention needs with families iii. Expand accessibility of Family Group Conferencing in the state iv. Increase the availability of Parent Aide services in the state	D. Case work tools are built upon as defined in the Objective	D. Year 4

Ш	Improvo	٨	Every shild in sere will have	Λ	Review of cases in	Λ	Year 2
II.	Improve permanency outcomes for children in foster care	Α.	Every child in care will have a clear permanency goal and path to permanence	Α.	FRAME will indicate progress in this area		
III.	Develop and implement a clear model of supervision that supports the Wraparound case management practice model	A.	Every worker has an identified supervisor who sees themselves as an agent of change and embraces the Wraparound case management practice model	A.	A clear model of supervision is developed and implemented and workers have an identified supervisor	А.	Year 3
IV.	Enhance automation to support the Wraparound case management practice model	A.	Caseworkers and managers have the technical tools and data to support their practice	A.	FRAME and InfoLink are implemented; data reports are run and disseminated to the field	A.	Year 2
V.	Work together with partners in the field regarding caseload standards	Α.	Meet with state partners to review current information related to caseload standards	A.	Meetings have occurred and caseload standards are in place for all child welfare programs	A.	Year 3
		B.	Determine a protocol for applying caseload standards in all CFS programs	B.	Protocol for caseload standards is developed and applied	B.	Year 4
VI.	Strengthen relationships with Tribal child	A.	Schedule quarterly meetings with tribal child welfare directors	A.	Quarterly meetings are scheduled	A.	Year 1
	welfare partners in the state to promote effective	B.	Invite Tribal child welfare staff to trainings and policy/plan-building meetings	B.	Tribal child welfare staff are invited to trainings and meetings		Year 1
	communication and enhance collaboration	C.	Continue to explore collaboration opportunities with Tribal partners	C.	Collaboration opportunities are explored	C.	Year 1
VII.	Continuous Quality Improvement to ensure safety, permanency and	A.	The state will use CFSRs & Peer Reviews as QA review tools		Local CFSR reviews are taking place Peer Review process is launched		Year 1 Year 2
	well-being across all stages of the child welfare service delivery system	B.	Annual review of CPS case files	B.	Annual reviews are completed and results disseminated to the field	B.	Year 1

VIII. In response to the Governor's Healthy North Dakota Initiative, the CFS Division and its partners will develop and implement a Health Care	A. The Health Care Services Plan as outlined in the 2010-2014 CFSP will be implemented with support from the Healthy North Dakota Early Childhood Alliance (HNDECA) and the North Dakota Social Emotional Developmental Alliance (NDSEDA)	A. Health Care Services Plan is implemented in the state	A. Year 5
Services Plan to ensure Foster Care children receive screening, assessment and treatment as appropriate for their physical, dental, and mental health.	B. The Treatment Collaborative for Traumatized Youth (TCTY) will be expanded in the state	B. TCTY is expanded	B. Year 2

B. CONSULTATION AND COORDINATION

The CFS Division consults and coordinates with a number of public and private providers in carrying out the continuum of Child Welfare Services. Consultation and coordination occurs in a variety of capacities, from day-to-day conversations, planned meetings on a regular basis, etc. For example, as we developed the Program Improvement Plan, we invited numerous public/private partners to the table. These partners included: Regional Human Service Centers, private/non-profit agencies, county social service agencies, tribal child welfare agencies, Division of Juvenile Services, State legislators, ND court representatives, Department of Public Instruction. The collaborations listed below illustrate the importance of the public/private partnerships in North Dakota. We continue to find ways to consult and coordinate with our state and federal partners and this list continues to grow as new relationships are developed. These partnerships include but are not limited to:

- Family foster homes, therapeutic family foster homes (PATH), group homes, residential child care facilities and residential treatment centers for the provision of foster care (collaboration occurs through CFSR inclusion, federal audits IV-E and IV-B, licensure review and oversight by DHS, coalition attendance by all, ongoing dialogue with all, policy issuances from department)
- ♣ PATH North Dakota, Inc. also provides in-home family support, respite, reunification services, assessment homes, and adoption services collaboratively with Catholic Charities ND (collaboration occurs through CFSR)

- inclusion, ongoing meetings for discussion of issues, licensure through DHS, case reviews for licensure and audits, policy issuances from the department)
- The Village Family Service Center for intensive in-home family services and Family Group Decision-Making services (collaboration occurs through a contract for provision of services along with regular contact by phone and supervisory meetings every other month)
- Lutheran Social Services for refugee services including out-of-home care for unaccompanied minors (collaboration takes place through contracts/MOUs with them, state licensure review and oversight as an LCPA, ongoing dialogue about issues, CFSR inclusion, policy issuances from the state)
- ♣ The University of North Dakota for training of foster and adoptive parents, child welfare social workers and system partners
- ➡ Youthworks for shelter care has been developed and is utilized by the Bismarck/Mandan community as needed
- ♣ County Social Services and PATH for Independent Living Services
- Division of Juvenile Services, PATH and Mental Health and Substance Abuse Division for collaboration and implementation of the Wraparound process across systems
- ♣ Prevent Child Abuse North Dakota for coordination and implementation of child abuse and neglect prevention activities (collaboration takes place through a contract to provide child abuse and neglect prevention activities, including Child Abuse Prevention Month activities each April, along with regular meetings of the Alliance for Children's Justice Task Force and Steering Committee, and regular contact by phone, e-mail and face-to-face meetings)
- ♣ Parent and Family Resource Centers for parenting education and parent mutual self-help groups for child abuse and neglect prevention (collaboration takes place through a contract with North Dakota State University Extension Service, regular meetings of the Parent Education Network and annual CBCAP grantees meeting, as well as through informal contacts with the Network Coordinator)
- Child Advocacy Centers (CACs) to assist in the assessments of child physical and sexual abuse. The Division is a member of the State Chapter of the NDCAC (collaboration takes place through contracts to support the State Chapter of the NDCACs as well as with the accredited CACs in the state and through attendance at regularly scheduled meetings of the State Chapter Board)

- State Treatment Collaborative for Traumatized Youth (TCTY) Project that includes physical participation for the education and support of parents/foster parents who care for traumatized children
- Native American Training Institute (NATI) for training of child welfare case manager;
- North Homes, Inc., a therapeutic foster care provider (collaboration through state licensure oversight and review, case reviews for licensure and audit, ongoing meetings for discussion of issues, coalition attendance together, policy issuances from the department)
- North Dakota State University (NDSU) Extension offices throughout the state for parent resource centers and parenting classes
- Collaboration Workgroup a group whose mission is to increase collaboration at the local level among the Child Support Enforcement, TANF, Medical Services, Children and Family Services, and Job Service programs in order to improve services to individuals served by those programs, and to increase performance within the state (monthly meetings of administrators, seminars are offered to the field as well as annual reviews/reports on progress towards identified Action Plans)
- North Dakota Children's Social Emotional Development Alliance (NDSEDA) collaborative effort with system partners to promote awareness and understanding of health social and emotional well being of individuals birth to 21 and their families (meet quarterly to make progress towards achieving priorities outlined on Strategic Plan)

Additional Collaborations:

- ND Supreme Court on the Children's Justice Symposium for North Dakota: CFS Division staff and the ND Supreme Court staff have begun planning and work on the second Symposium to be held in the summer of 2010. Emphasis will be on outreach to the law enforcement community and for those in the newly created role of parent coordinators in divorce and custody cases. Topics will include diversity issues, engaging families, and enhancing connections for children in care. This training event is planned semiannually; it will share the "flip" year of the semiannual CFS conference, a smaller conference with a long history planned for the child welfare community and hosted by the CFS Division. CFSTC is also involved in both of these events they coordinate all the contracts and work with the trainers/presenters on the agenda.
- County Social Service Agency Director Involvement: The CFS Division will continue to meet with a sub-group of County Directors on a quarterly basis to discuss issues related to services for children and families. The County Directors as a whole meet monthly. The CFS Director and other

administrators will meet with this larger group as needed. Quarterly meetings with the Child Welfare supervisors of Wraparound Case Management will be scheduled. These meetings will continue to occur quarterly to discuss child welfare topics as appropriate. CFS Division staff are invited to attend these meetings upon request to provide technical assistance and policy updates.

- Regional Representatives: The CFS Division staff will continue to meet with the Regional Representatives of County Social Service Programs, who provide technical assistance to the field, every other month to discuss program and policy issues and changes. On the off month, an Interactive Video Conferencing is scheduled. Information shared at the meetings have included, but are not limited to, CPS Manual, Wraparound Manual, FGDM, Kinship Care, Relative Search, Subsidized Guardianship, Background Checks, CFSR, Adoption, among others.
- County Supervisors: The CFS Division staff will continue to meet with the County Supervisors upon invitation to provide policy updates and technical assistance related to all of the child welfare programs as well as SPOC and the new FRAME system. Per the North Dakota PIP, the CFS Division plans to convene a group of county supervisors to function as an advisory group in the development of a supervisory practice model in a concerted effort to implement a clear model of supervision that supports the Wraparound case management practice model.
- Court System: The CFS Division staff will continue to work closely with the Court Improvement Project (the Director of the Division has a seat on the Court Improvement Committee) through the Supreme Court to improve communication with Judges, Court Administrators, State's Attorneys, Juvenile Court staff and tribal staff and to address systemic issues across the various systems. As indicated in many of the CFSR stakeholder meetings in the regional CFSR reviews, foster parents and social workers in some regions are concerned about the delay in the legal process or defects in the legal process for children who are in the custody of the County and or Department.

The North Dakota Supreme Court has a long history of consultation and coordination with the Department of Human Services and the tribes. The Court Improvement Committee/Project (CIP) was formed in 1998 and in 1999 was integrated with the ASFA Implementation Committee from CFS. The Director of CFS has served in the last as the chair of the data subcommittee for the CIP. Currently, the CFS Director serves as a member of the Training Subcommittee. Conversations have begun on the development of a shared data plan once both entities launch their new data systems and have access to data warehouses as part of those new systems for both entities. This past summer representatives from the ND Supreme Court and CFS (IT and administration from both entities) attended a Regional Training/Development session on collaboration and data sharing.

A plan emerged from that session that includes processes to data from the new FRAME system with judges and court personnel, including a FRAME enhancement that will notify judges and court personnel when a child's placement setting changes.

The CFS director will continue to serve on the training committee of the ND Court Improvement Project. Plans are being made to sponsor two regional forums in the fall of 2009 to cover new legislation (regarding the Fostering Connections changes to state law) and other child welfare related issues. The targeted audience is the multi-disciplinary professionals working in child welfare or with child welfare-related cases.

Court Collaboration on Child Welfare Practice Issues: DHS and the CFS Division will continue to collaborate with court partners on practice issues in the field. Frequently, we call together an ad-hoc "team" to discuss system, court order, or relationship issues in individual cases. We continue to cross-pollinate by inviting and attending "field staff" meetings with Juvenile Court or DHS personnel.

C. CHILD AND FAMILY SERVICES CONTINUUM

The CFS Division is responsible for program supervision and technical assistance for the delivery of public Child Welfare services. Due to rural nature of North Dakota, it is vital that the service continuum involves consistent and continued coordination and consultation with all of our partners. What follows are brief descriptions of those CFS Division programs not funded through IV-B Subpart I or Subpart II funds but considered integral to the continuum of care in North Dakota's child welfare system.

TANF Kinship Care Program

Effective February 1, 2005, Kinship Care became a statewide program available to County Social Service Agencies and the Division of Juvenile Services. TANF will not be including tribal social service agencies in the Kinship Care program due to lack of funding.

Foster Care Services

Foster care is 24-hour out-of-home care for children whose parents are unable, neglect, or refuse to provide for their children's needs. This includes food, clothing, shelter, security, safety, guidance and comfort. In nearly all cases, the child in care has been removed from the home by a court order, with custody given to a public agency, such as the Division of Juvenile Services, County Social Services, or Tribal Social Services. The ND Department of Human Services' CFS Division is responsible for rules for licensure of foster care homes and facilities to maintain a standard for the safety and well-being of the children in care. The CFS Division is also responsible for the review of all license assessments prior to issuing a license

for care. In the next five years, the CFS Division will continue to gather data using the Child Welfare Data Snapshot.

Refugee Services Program

The Department of Human Services, and specifically the CFS Division, continues to be the agency designated by the Governor to administer services for refugees arriving in the United States and into North Dakota. Federal funding is available to meet the needs of newly arriving refugee families and Unaccompanied Refugee Minor Youth. Primary resettlement sites are in Cass County, Grand Forks County and Burleigh County.

In the next five years, Unaccompanied Refugee Minor Children will continue to be placed upon arrival into North Dakota into licensed foster care homes and are provided services through the resettlement agency, which also applies for guardianship of these children and youth.

Early Childhood Services

In the next five years, the Early Childhood Services (ECS) Program will continue to be administered through the CFS Division and will be responsible for overall child care licensing for Early Childhood Services in North Dakota including policy and rule development and proposing legislation. The ECS Administrator consults and collaborates with diverse groups of individuals, organizations, and foundations to meet the program requirements of the Child Care Development Fund block grant.

For the next biennium, the CFS Division will continue to contract with Child Care Resource and Referral (CCR&R) to provide Child Care Information and Referral, Child Care Business, Early Childhood Professional Development, Health Child Care, and Infant/Toddler Care-giving. The Child Care Resource and Referral Work Plan includes the responsibilities and deliverables (data and products) for each of their centers. The Network provides regular reports to the ECS Administrator based upon this detailed work plan.

Head Start – State Collaboration Project

- The Federal funds are intended to help the overall goals of the Head Start State Collaboration Office. Over the last fifteen years, the Office of Head Start has identified priority areas for the Head Start State Collaboration Projects to address in each five-year grant cycle. Although very few of these priorities have shifted in that time, the following is a current list:
 - Improve the availability and affordability of quality child care services
 - Increase opportunities for children with disabilities
 - Expand partnerships with education systems to enhance child development and professional development
 - Strengthen family literacy services
 - Promote access to timely health care services

- Support access for children without homes
- Collaborate with existing community services and activities
- Encourage collaboration with welfare systems
- The Head Start State Collaboration Office will continue to maintain and expand the interwoven support network throughout the state programs, which provide services to low-income children and their families. The Collaboration Office will continue to develop and enhance the private/public partnerships needed to extend service to young children and their families as additional private and public partnerships are identified, developed and strengthened.
- State Collaboration offices are charged with building collaborative relationships between Head Start and Early Head Start and State programs. The Head Start Collaboration Administrator will develop and conduct an assessment of the needs of Head Start and Early Head Start grantees in the State. The Administrator will also make the needs assessment available to the general public within the State. A five-year Strategic Plan will be developed based on the results of the needs assessment. The Administrator will produce an annual report/update of activities to the Office of Head Start on statewide progress.
- The Head Start Collaboration Administrator will serve on the Governor's established North Dakota Early Childhood Education Council representing and assisting the efforts of the Head Start and Early Head Start agencies to engage in effective coordination and collaboration.

D. <u>SERVICE DESCRIPTIONS</u>

Over the next five years, North Dakota will expend the Federal funds entrusted to the state through the IV-B Subpart I & II for the following Child Welfare programs:

Child Protection Services

The North Dakota Department of Human Services – Children and Family Services Division is responsible for administering Child Protection Services (CPS). CPS protects the health and welfare of children by encouraging the reporting of children who are known to be or suspected of being abused or neglected. CPS provides adequate services for the protection and treatment of abused and neglected children and to protect them from further harm. CPS identifies the cause of children's deaths, where possible and identifies those circumstances that contribute to children's deaths. In doing so, CPS recommends changes in policy, practices, and law to prevent children's deaths.

<u>Child Fatality Review Panel (CFRP)</u>: The CFRP is required to meet at least semi- annually to review the deaths of all minors and to identify trends or patterns and systemic issues in regard to the deaths of minors. Typically, the CFRP meets quarterly. The CFRP is responsible for making recommendations for changes in policy, practices, and law to prevent children's deaths.

<u>Citizen Review Committee (CRC)</u>: The CRC will continue to meet quarterly for case review and to discuss program and policy issues.

Family Support Services

North Dakota will continue to provide Family Support services as follows:

- The Nurturing Parent Program: The North Dakota Nurturing Parent Programs are group-based programs in which both parents and their children participate. This field-tested and nationally recognized program provides a common learning experience and enhances positive interactions for parents and children. Nurturing Parent programs offer, "The Nurturing Program for Parents and Children Ages 5-12", and "The Nurturing Parent Program for ages Birth to 5 Years". The Nurturing Parenting Program is recognized by the SAMHSA National Registry of Evidence-based Programs and Practices (NREPP) and by OJJDP's Model Programs Guide as a Promising Program.
- Parent Resource Centers: Currently seven Parent Resource Centers (PRCs) are receiving grant awards of CBCAP dollars to fund specific parent support and education activities for the prevention of child abuse and neglect. PRCs contract to provide parenting education and in doing so they offer the following:
 - "Circle of Parents" parent support and self-help group;
 - Meaningful involvement of parents in the development, operation, evaluation, and oversight of the funded programs;
 - Collaborative community activities specific to Child Abuse Prevention Month:
 - Promotion of the Alliance for Children's Justice Prevention Campaign:
 - Identification and community needs for parent education and support, and strategies to address the identified needs;
 - Parent education outreach activities which include referrals to social services and community supports and participation in the Family Resource Center Network.

These seven centers are local, collaborative efforts providing opportunities for parents. Each PRC participates in the Family Resource Center Network coordinated through the Family Life Education Program, a partnership with North Dakota State University Extension Service. The Network provides for site visits, a peer review process and an evaluation component for the individual centers as well as for the Network.

- Decision Making Process for Family Support Services: In 2007, North Dakota consolidated the individual grants to local PRCs into one contract with the North Dakota State University Extension Service for Network coordination, training and technical assistance, and evaluation as well as salary and operating expenses for parent education/resource centers in seven of the state's eight planning regions. Although this number is presently reduced to six regions, currently there are efforts underway to support local communities and restore the seventh PRC. In addition, we plan to provide funding to the remaining region so that all eight regions have a Parent Resource Center in the Network this biennium.
- The contractual consolidation and support will be continued during SFY 2010.

Additionally, in North Dakota's most recent legislative session, the amount of state funding allocated to NDSU Extension Service for the support of PRCs was increased. Under the umbrella of the Family Life Education Program, this state funding has been "braided" with CBCAP dollars to provide greater stability and consistence for the Parent Education Network, enabling increased parent support and parent education services statewide. This enhanced collaboration with the North Dakota State University Extension Service is envisioned to enable more consistent programming, which meets criteria outlined for CBCAP Evidence-Based and Evidence -Informed Programs and Practices and CBCAP Annual Report Participant Numbers Guidelines. Additionally, strengthening the state-level collaboration will continue to provide access to training and technical assistance resources and bolster evaluation and data collection capacities of the local programs. This collaboration will also continue to facilitate broadening the Parent Education Network to include Resource Centers in the state that are not currently receiving funding under CBCAP, creating a greater and more consistent footprint of services across the state.

The criteria for funded local programs will be established based on the currently funded contracts. These contacts will require and assure the local resource center's agreements and capacities will meet the provisions established by the lead agency and those contained within this program instruction. This will include evidence-based/evidence-informed parenting education to address issues of child abuse and neglect, parent support groups, parent leadership, child abuse and prevention month activities, assessment of community needs, outreach, referral, network participation, evaluation and reporting requirements.

Statewide programs funded with CBCAP funds will focus on child abuse and neglect prevention activities and other programs or services as outlines within this application. The contract language is integrated into a state contract system (copies of contracts are available upon request).

↓Family Preservation & Time Limited Family Reunification Services

North Dakota is committed to the continued use of both Federal and state funds to Family Preservation Services and Time-Limited Family Reunification Services. These services are designed to help families alleviate crises that could possibly lead to out of home placement of children; maintain the safety of children in their own homes; support families preparing to unify; and assist families in obtaining services and other supports necessary to address their multiple needs in a culturally sensitive manner. These services focus on family strengths and competency, safety and well-being of children, and they are intense and time-limited. Please refer to the budget in Section IV-S of this report for the rationale regarding the allocation projections for these services. The Family Preservation Services & Time-Limited Family Reunification Services available in North Dakota are as follows:

- Prime Time Child Care: Provides temporary child care to children of families where child abuse and/or neglect have occurred or there is a risk of it occurring. It gives parents an opportunity to attend counseling, addiction treatment, or other needed services while their children are cared for in a licensed facility. Services will continue to be provided in 22 counties in the 2009-2011 biennium.
- Respite Care: Provides temporary child care for families with disabled children, including chronically or terminally ill children, children with serious behavioral or emotional difficulties, and drug-affected children. This service is intended to provide care givers with periods of temporary relief from the pressures of caring for children.
- Parent Aide Services: These services are designed to improve parenting skills with parents who are at risk of abusing or neglecting their children, by reinforcing parents' confidence in their strengths and helping them to identify where improvement is needed and to obtain assistance in improving those skills. It uses the relationship between the parent and the parent aide as a tool to encourage, teach, and assist parents. Parent aide services will be provided in 40 North Dakota counties in the 2009-2011 biennium.
- Intensive In-Home Services: Intensive In-Home provides families who have one or more children at risk of being placed out of their home with intense crisis intervention services. Therapists work with families in their homes and make every effort to work around a family's schedule. A new Request for Proposal (RFP) was submitted in 2009 and The Village Family Services Center was again awarded the contract to provide Intensive In-Home and Family Group Decision Making Services in North Dakota. The contract runs through the 2009-2011 biennium. The "Time-Limited Family Reunification" funds (Title IV-B Subpart 2) are applied to the Department's contract with The Village for Intensive In-Home services.

- <u>Family Group Decision Making (FGDM)</u>: Family Group Decision Making is a service that the CFS Division will continue to provide through a contract with The Village Family Services Center in the 2009-2011 biennium. FGDM is a process that brings family members together to come up with a plan to protect the children and prevent out of the home placement whenever possible and appropriate.
- Safety/Permanency Funds: These are flexible funds to be used for hard services such as rent, utilities, food, clothing, transportation to services, etc., which are available from local county social service offices to families who are having difficulties and are at risk of their children being placed out of the home. The Regional Representatives manage the funds with oversight by the Family Preservation Services Administrator. This funding is, at times, requested by case workers as a means to provide for needs identified through the Strength-Based Planning Wraparound Process. Wraparound is the ad case management practice model adopted by North Dakota Child Welfare. It is used by county social service offices, the child, and family to help them set up individualized community services and supports to meet their needs. During the 2009-2011 Legislative sessions, funding for Safety/Permanency was nearly doubled. The Family Preservation Services Administrator will continue to track the Outcomes Data for this funding in the following 5 areas: Family Well-Being; Reunification; Prevention of Placement; Safety & Stability of the Family; and other Permanency Goal.
- Tribal Family Preservation Services: The CFS Division of the ND Department of Human Services has offered contracts to all four North Dakota tribes to provide Family Preservation services for families living on the reservation. The Legislature appropriated additional funding over the 2009-2011 biennium for this purpose. Those tribes who choose to contract with the state for Family Preservation services will be required to provide a 25% cash match as part of the contract.

Adoption Services

Pursuant to statute, the CFS Division is served notice of all adoptions that occur in the state of North Dakota. However, adoption services are provided by private providers within the state. The CFS Division facilitates a contract with a private provider to provide adoption services to children in foster care and the families who adopt them. The contracted agency accepts referrals from the county social service agency when the plan for a specific child is adopted (or there is a concurrent plan for adoption). The private agency then provides all adoption related services including child preparation and assessment, child specific recruitment, general family recruitment, family assessment and preparation, placement and post-placement services. The agency also assists families in applying for adoption assistance.

 Adoption Performance-Based Contracting Overview: The Department of Human Services has long contracted with private vendors to provide

adoption services in North Dakota (Adults Adopting Special Kids – AASK). Catholic Charities North Dakota (CCND), in collaboration with PATH ND, is the current contracted vendor to provide adoption services to children in foster care and the families who adopt them. Services provided by the vendor include child preparation and assessment, family preparation and assessment, general recruitment functions, technical assistance to the public agency on adoption matters, placement and placement supervision, services to finalize the adoption, assistance with application for adoption subsidy, and post adoption information and support. Under this contract, payment for services relates to adoption placement, finalization and timeliness in adoption (consistent with the national standard). An additional payment is made for those adoption finalizations where specialized recruitment was necessary to facilitate placement (degree of difficulty payment). This performance based contracting system has been in place since July 1, 2005. A 2009 request for proposals has been completed and the state will again contract with Catholic Charities ND (in collaboration with PATH ND) for this service for the 2009-2011 biennium.

- Inter-Country Adoptions: Children adopted from other countries qualify for adoption and post adoption services, as would any child who is a resident of the state. Adoption specialists provide information and referral services to families who inquire or present with a need. Family Preservation services are available to families who are at risk for out of home placement and can be accessed through the local county child welfare agency. Pursuant to PA 01-01, it is unlikely that foreign-born adopted children would qualify for adoption assistance, other than reimbursement of nonrecurring expenses for those few children who may be designated as special needs and whose parent applies for such reimbursement prior to finalization of the adoption.
- Adoption incentive Payments: North Dakota anticipates receiving adoption incentive funds as reauthorized in PL 110-351. Incentive Funds will be used to fund North Dakota's special needs adoption collaborative, the AASK Program. Services provided by this program include recruitment, training and assessment of families, child preparation and placement, child-specific recruitment, and post placement follow up services. Should the state receive adoption incentive funds, consideration will be given to funneling those dollars to additional specific post adoption services; in particular, the provision of case management services in concert with the Wraparound practice model for those post finalization families who are in need of the service.
- Coordination with the Tribes (Adoption Program): The contracted adoption provider, AASK, works collaboratively with the North Dakota tribes when placing Native American children for adoption. AASK places children within the ICWA order of preference unless "good cause" has been established by the court to do otherwise, or the child's tribe has approved placement outside the ICWA order of preference.

AASK adoption specialists work with adoptive families to develop a cultural plan for all Native children being placed for adoption with non-Native families that is forwarded to the child's tribe when requesting their approval to place outside the order of preference.

Adoption services are provided to Turtle Mountain tribal child welfare through the AASK program, with a half-time adoption specialist located in the PATH ND office in Belcourt, ND. At the request of the three other North Dakota tribes and with prior approval of the Administrator of Adoption Services, the AASK program will provide adoption services to children in the custody of North Dakota tribes where the tribe has a plan for adoption.

The ND DHS services will provide adoption assistance in the form of Medical Assistance for families who are adopting child through a North Dakota tribe and the tribe is providing the monthly adoption subsidy (a 638 funded subsidy).

E. COORDINATION WITH THE TRIBES

The coordination and collaboration efforts with the tribes are listed below. Unfortunately, the DHS Tribal Liaison resigned from her position this past Spring and her position will not be retained in DHS. In the past years, tribal partners were invited to be part of the planning for the Fostering Connections work, work on the state PIP, and to be part of the conversations in planning for this IV-B plan. In addition, conversation and a meeting has occurred to explore the possibility of a collaborative project with the Mountains and Plains Child Welfare Center. The Native American Training Center (NATI) experienced significant leadership transition over the past year. CFS Division staff continue to be on the board of their organization and have continued to work closely with them during these transitions. Tribal coordination and collaboration efforts for the 2010-2014 CFSP include:

- Funding of administrative IV-E dollars to the tribes;
- Pay IV-E foster care and state match for the IV-E eligible children living on the reservations;
- Contract to provide IV-E training dollars to the Native American Training Institute:
- The CFS Director will continue to serve as an advisory member on the board of the Native American Training Institute; Work collaboratively on several national systems of care grants;
- CFS Division Staff serve on the planning committee for the annual Indian Child Welfare Conference and assist with funding;
- Provide service grants to two of the reservations for family preservation services (parent aide and intensive in-home services) with funding appropriated to expand family preservation services to all 4 tribes in the 2009-2011 biennium;
- Provide a performance-based contract for adoption services that include services to one of the reservations;

- Inclusion of a tribal representative on the Regional Child and Family Service Reviews to assist in looking at ICWA compliance;
- The Department of Human Services has a IV-E Stipend program with the University of North Dakota. The stipend program is for persons committed to working in child welfare with the requirement of working in a IV-E eligible agency (tribal social service agency, county social services, division of juvenile services, etc.) after graduation;
- The Native American Training Institute has been asked to write the State Self Assessment for the Federal CFSR regarding the collaborative efforts between the State and Tribes:
- The Regional IL Coordinator serving the Turtle Mountain Reservation presented at the Native American Foster Parent Conference in Belcourt, ND, collaborates with the Tribal Scholarship Program, attended a "Cultural Considerations of Native American Children in foster Care, attended cultural events, i.e., powwows, and collaborates with tribal entities;
- The Sioux County Regional IL Program serves Native American youth who live on and off the reservation. They continue to collaborate with the Ft. Yates High School Independent Living Program.

F. HEALTH CARE SERVICES PLAN

The CFS Division staff has developed a Health Care Services Plan to address the physical, dental and mental health care needs of children in foster care. This plan is collaborative in that it builds on work already being done in the state through the Governor's Healthy North Dakota initiative. The CFS Division's plan embraces the efforts of statewide committees such as Healthy North Dakota Early Childhood Alliance (HNDECA) and North Dakota Social Emotional Developmental Alliance (NDSEDA). CFS Division staff sit on these committees and the members of each meet regularly to tackle the complex issues specific to the health care needs of our children. Below is the CFS Division's Health Care Services Plan.

ND CFS DIVISION – HEALTH CARE SERVICES PLAN FFYs 2010-2014					
STRATEGIES	ACTION STEPS				
1. Develop a schedule for initial and follow up health	 North Dakota will continue to use the Health Tracks Screenings process within the first 30 days of foster care placement. 				
screenings that meet reasonable standards of medical practice.	 The CFS Division staff will review/update the policy concerning Health Tracks Screenings for foster children. 				
	 The CFS Division staff will consult with the Head Start Collaboration Administrator regarding dental care for foster children. 				
	d. The CFS Division Director will invite a representative from ND Medicaid to assist with the Health Tracks Screenings plan.				

e.	CFS Division staff will develop a plan for health needs identification, monitoring and treatment through the Health Tracks Screenings.
f.	The CFS Division staff, in collaboration with the Children's Mental Health Administrator, will gather information concerning any pilot projects occurring in North Dakota or neighboring states that are aimed at addressing mental health screenings for foster children.
a.	The CFS Division Director will invite a representative from ND Medicaid to assist with the development of the Health Care Services Plan.
b.	The CFS Division staff will collaborate with health professionals regarding a Medical Passport Program designed to track foster children's medical care while they are in foster placement.
C.	FRAME, as an electronic record, will maintain current medical information on all foster children. Physicians/psychiatrists will be included as team members so that they receive the plan of care updates.
a.	Case workers will utilize both the Health Tracks Screenings and the Child & Family Team Meetings as a means to review the continuity of health care services.
a.	Case workers will review current prescription medications at the Child & Family Team Meetings.
b.	Medication updates will be documented in the FRAME system.
C.	Physicians/psychiatrists will be included as team members and provided with care plans and updates to the care plan.
a.	Case workers will report consultations with medical personnel at the Child & Family Team Meetings and will document updates in FRAME.
b.	The CFS Division staff members and the Children's Mental Health Administrator will participate on the Healthy North Dakota Early Childhood Alliance (HNDECA), a subgroup of the Governor's Healthy North Dakota Initiative.
C.	The North Dakota Children's Social Emotional Development Alliance (NDSEDA), along with HNDECA, will develop a MOA/MOU with Medicaid to ensure providers will offer Health Tracks Screenings, to include mental health screenings, to all children in care.
	f. a. b. c. a. b.

G. DISASTER PLAN

The North Dakota Disaster Plan for foster families, foster/adopt families and children under the custody of a North Dakota public agency was revised in March 2009. The Disaster Plan ensures the safety, permanency and well-being of North Dakota's foster youth. Please refer to **ATTACHMENT D** to view the updated Disaster Plan.

H. CASEWORKER VISITS

The North Dakota Foster Care Manual Chapter 624-05 has been amended to reflect that monthly face to face case worker visits with all foster youth are required. It also notes that the majority of those visits must occur in the youth's primary residence. Each of the eight regions in the state has submitted a plan outlining how each of the counties within the regions is going to meet this requirement. These plans will be monitored and updated by the Regional Supervisors.

The monthly "Foster Care Case Load Visit Report" will continue to be produced and distributed to custodial agencies. It identifies all the cases within their agencies that are in care. For youth in care for full calendar months, the data is broken down to reflect overall face to ace contact and face to face contact in the child's residence. Each custodial agency continues to be able to view visitation statistics specific to their agency. As of 8/31/09, 38% of all foster youth were being visited each and every full calendar month they were in care. Of those visits, 68% occurred in the child's residence.

Outline:

- By October 1, 2011, 90% of the children in foster care will be visited by the case workers on a monthly basis and the majority of those visits will occur in the residence of the child.
- In order to meet the 90% caseworker monthly visitation requirement, progressive goals have been established with increased compliance being divided evenly between FFYs 2009-2011. The goals are as follows: FFY 2009=39%, FFY 2010=65% and FFY 2011-90%.
- North Dakota will continue to provide on-going training for Regional Supervisors, County Supervisors, County Directors, the Division of Juvenile Services and front line staff, emphasizing that all children in foster care must be visited every month primarily in their place of residence. The primary place of residence will include residential child care facilities, family care, therapeutic care, psychiatric care, residential treatment centers and the home of the parent/legal guardian of the child. Additionally, this will include all children placed out of state in a foster care setting. The visitation requirement will be specifically addressed with the foster care case workers

in the Child Welfare Certification Program and through various educational conferences.

I. STAFF DEVELOPMENT AND TRAINING PLAN

The CFS Division develops an annual training plan informed by federal and state law changes, requests from the field and from supervisors at all levels, and in response to practice issues that are identified in various meetings and case conferences.

The annual training plan – or CFSTC Work Plan – is developed collaboratively by CFS Program Administrators from all areas of the Division and CFSTC staff. This plan is reviewed quarterly by the CFS Division's Management Team and the CFSTC Director. The CFSTC Director submits a quarterly report reviewing the training activities of the quarter.

Input and discussion on training issues take place at the regional meetings with Regional Supervisors and county supervisors where training issues and requests are addressed and discussed. CFS Division staff meet with the ND County Directors Association bi-monthly and with the CFS Committee of that group quarterly. Training issues and requests are also addressed in these meetings. In addition, as the PIP, the IV-B plan, and the CFSP were built, training issues emerged from both discussion and assessment of the case management model of practice and enhancements in the practice and rollout of the model. All of this information was used in developing the training plan with UND-CFSTC and staff from CFSTC have been active participants in these plan-building sessions and in the regional meetings.

The Work Plan that is negotiated every year provides flexibility to reflect new projects, needs, and to address new partners. For example, when planning began on the first Children's Justice Symposium, it was chaired by the ND Supreme Court Judicial Educator, the CFS Deputy Director and the CFSTC Director. This same triad is also responsible for developing and hosting the regional training sessions sponsored by the ND Court Improvement Project. CFSTC also maintains responsibility to liaison with the Native American Training Institute to coordinate and integrate training between the two training entities.

There is a long history that has been established with CFSTC. This entity at the University of North Dakota has been the primary deliverer of child welfare training for the CFS Division since 1984. IV-E dollars are used to provide funding for the training contract (with general fund match), with emphasis on training and development for child welfare staff and foster/adopt parents. The budgets are developed annually and contracts are written biennially. Work plans are written every year to align with the CFS Division plans, projects and training needs.

Because CFSTC staff work closely with Program Administrators and with our CFS planning processes (as mentioned-the PIP and the IV-B and CFSP planning processes) they are able to evaluate and analyze the resources, both fiscal and

TA, that we will need in order to accomplish program, policy, and law change, and provide expert advice on planning training rollouts to the field. In addition, in the past year, they have been participants in the FRAME development and training process so that they can stream into the implementation of this new data system and use their knowledge as they provide training for new child welfare social workers. The CFSTC Director attends Regional Supervisor meetings and is frequently invited to join meetings with county supervisors and county directors to discuss training updates and issues alongside CFS Division staff.

A review of the major training initiatives can be found in **ATTACHMENT E** of this document.

J. <u>EVALUATION, TECHNICAL ASSISTANCE</u>, <u>AND QUALITY ASSURANCE</u> <u>PROCESS</u>

Evaluation, Technical Assistance, and Quality Assurance will be addressed by the CFS Division with a number of processes detailed below. These processes will include state office personnel, Regional Supervisors (our programmatic supervisors in the field), county supervisors, county directors, and front-line staff. Through PIP goals and a planned Implementation Center proposal, CFS will be working on a QA plan that is integrated and cross-walked between program, process and activity.

- Annual case file reviews will be completed on CPS cases in every county by Regional Supervisors. Regional Supervisors use a standardized form to review cases based on compliance with law, policy and best practice standards; at the completion of the review the findings are made available to administrators and supervisors in the county agency and to the state office.
- The CFS Division plans to continue the local CFSR process with the new federal instrument. Reviews will be scheduled in 2010 for all 8 human service center regions. Four of the reviews will be full reviews with consumer and provider interviews along with the case file reviews and stakeholder meetings. The other four will be the case file reviews. Reviewers will be trained and prepared for the task. The cadre of reviewers comes from the ranks of peers, supervisory and administrative staff, experienced and retired staff, and partners from the court sector. Review findings will be used to inform statewide trends, address local practice issues, and build a training and TA agenda for the state.
- The Federal CFSR 2008 Results and new Program Improvement Plan themes are included as part of the 2010-2014 CFS Plan. The 4 themes distilled from the findings of the federal review are: 1) Building On the Wraparound Process; 2) Safety Planning; 3) Caseworker Contact & Quality Services for Children & Their Families; and 4) Engaging Child Welfare Partners in System Change. The cross-cutting theme which is overarching for all four themes is the "Supervisor's Role in Quality Services". Planning for the PIP has been inclusive of CFS administrators, field staff, county workers,

county directors, other child welfare partners, tribes, county commissioners, and state legislators.

- ♣ The FRAME system has been designed to expedite the review process for the CFSR and also for random case selections for review. FRAME will also provide additional data to assist with the state's QA process by providing data to identify trends, allowing data to be viewed and used between programs, and to assist with tracking and monitoring the state's performance on federal data measures.
- → CFS will have access to InfoLink in early fall of 2009. This new program will provide us with the software to monitor federal data measures based on AFCARS data. An InfoLink sample report written from Fall-08 ND AFCARS data is attached. This software has the ability to compare data trends across time and place (for counties, regions, units, etc.). Training in the use of this data tool and availability of this data tool will be rolled out to the counties and regional staff in early 2010 and integrated into the CFSR local review process at that same time. Developers of this innovative software are currently working on integrating NCANDS data into the software package. When this function is available, this software will give us a comprehensive view of current trends (and past trend lines) within our child welfare system and give us an immediate read on comparisons with federal data standards. Please see ATTACHMENT F for an example.
- → QA case reviews and specially requested case staffing are available at the request of county agencies or personnel, parents/relatives, county administrators, or Regional Supervisors. The content and/or process of these staffing or reviews are usually case-specific and often negotiated between the parties involved. At times, other stakeholders or partners may be brought into the process to participate in the review or staffing.
- Finally, because Regional Supervisors participate in/facilitate the Child and Family Team meetings, they serve in the capacity as an in-time QA reviewer when plans are built, and to address the needs of the child, parent and relative, foster/adopt parent in the team planning process.

K. LICENSING WAIVERS

The North Dakota Administrative Code (NDAC) 75-03-14 outlines family foster home licensing standards. Currently, the administrative code does not contain a waiver provision. NDAC 75-03-14 must be revised to allow North Dakota to waive non-safety related licensed standards for relatives, as permitted in P.L. 110-351. It was not permissible to introduce administrative code rule changes during the legislative session which ended in mid-April, 2009. However, the department will invoke the state's emergency rule making authority in order to expedite this change to NDAC 75-03-14.

We are in the process of drafting language that will allow certain non-safety related licensing standards to be waived for relative foster family homes. Once NDAC 75-03-14 is revised, policy will be issued to provide guidance to local licensing agencies. Regional Supervisors of County Social Service Boards will have decision-making authority for all requested waivers and will provide the oversight for each waiver that is granted.

By December 15, 2009, North Dakota will report on the following:

- Number & percentage of children placed in licensed relative foster family homes;
- Number & percentage placed in unlicensed relative foster family homes;
- Frequency of waivers;
- Types of non-safety licensing standards waived;
- Assessment of how these waivers have affected children, including their safety, permanency and well-being;
- Reasons why relative homes may not be licensed despite authority to waive non-safety standards;
- Actions the state plans to take, or is considering, to increase the percentage of relative fosters family homes;
- Suggestions the State has for administrative actions to increase licensed relative care.

L. GRANT OPPORTUNITIES

Family Connection Discretionary Grant: As part of the DHS response to the CFSR review, the department is partnering with the Village Family Service Center to respond to the funding opportunity entitled Family Connection Discretionary Grants (grant number HHS-2009-ACF-AC&F-CF-0078). The Department of Human Services and the Village Family Service Center partnered together in 2006 to bring Family Group Decision Making to North Dakota through a grant funded by the Bush Foundation.

In responding to the federal RFP, we hope to enhance the FGDM program in three pilot sites (Cass, Ramsey, and Burleigh counties). We hope to present the model called Family Team Decision Making to the Child Protection units in these three pilot sites. Our ultimate goal is to give "front-end" service to kids and families within 72 hours after a child has been placed in foster care. We hope that our outcomes will show safety, permanency and well-being for children by reducing the risk of children being placed in out-of-home care through exploring connections through the family/kinship program.

Mountains and Plains Child Welfare Implementation Center: The Department of Human Services CFS Division wrote and submitted a grant proposal to Mountain and Plains Child Welfare Implementation Center in August 2009 in response to the final finding of the federal CFSR completed in April 2008. It became clear that through the development of our current PIP that practice outcomes would need to be enhanced with a greater emphasis on practice fidelity using our established practice model that was implemented after the

federal review in 2001, enhanced supervision, and the ability of child welfare staff to access data to provide ongoing measures to track outcomes of practice.

Please refer to **ATTACHMENT G** for the Project Summary (i.e. page 1 of the grant proposal). At the time of this writing the CFS Division has not been notified as to the outcome of our request.

M. CAPTA

Areas for Selected Improvement

The Goals for the Consolidated CFSP are used as the Goals for the CAPTA plan. The CPS strategic plan for CAPTA is consolidated within the CFSP. Program areas selected by North Dakota for the support and improvement the North Dakota child protective service (CPS) system (Subsection (a) of Section 106); with the specific objective(s) related to the specific program area is identified.

North Dakota will provide notice to the Secretary regarding any substantive changes in State law that may affect its eligibility for a Basic State Grant.

PROGRAM AREAS SELECTED FOR IMPROVEMENT FROM THE 14 AREAS DELINEATED IN SECTION 106(a) (1) THROUGH (14) of CAPTA:

<u>Area (1):</u> the intake, assessment, screening, and investigation (assessment in ND) of reports of abuse and neglect

- Of all children who were victims of child abuse or neglect (Services Required) during the first six months of the year, 5% or fewer children will have another services required report within a 6-month period.
- Of all children served in foster care in FY2008, 99% or greater will not be victims of child abuse or neglect (Services Required) while placed in family foster care or a residential foster care facility.
- By July 30, 2008, CPS policy will include specific timelines for initiating an assessment, including timelines for face-to-face contact with reported victims.
- Ninety (90) percent of assessments will be initiated according to timelines established in policy.
- As per the "FRAME System" data system requirements, the revised SSRA/Life Domains document will be completed and integrated into CPS policy and into the practice process. (See 2009 Report.)

- Funding will be maintained to provide support for Community-Based Child Abuse Prevention, through Parent Resource Centers in the state that use evidence-based child abuse and neglect programming/curricula.
- Annual reports will be generated to include the Child Fatality Review Panel, Institutional Child Abuse and Neglect, the Citizen Review Committee, and the Alliance for Children's Justice, all chaired by the CPS Administrator.
- Seventy-five percent of the services required assessments will receive either case management (Code 29) or foster care (Code 51) services.
- The Child Protection Services (CPS) Task Force provides advice on CPS policy and practice issues. The membership of this Task Force is comprised of direct service social workers who work with child protection, supervisors of the direct service social workers, regional child protection service social workers, the Children and Family Services Training Center staff. Additional ad hoc members from other professions are also brought to the table as needed (e.g. Domestic Violence program staff). The CPS Task Force continues to meet at least quarterly to assist with developing ways to improve the intake, assessment, screening, and assessment of reports of abuse and neglect.

Five-Year Plan:

- 1. Of all children who were victims of child abuse or neglect (Services Required) during the first six months of the year, 5% or fewer children will have another services required report within a 6-month period
- 2. Of all children served in foster care in the previous FFY, 99% or greater will not be victims of child abuse or neglect (Services Required) while placed in family foster care or a residential foster care facility.
- 3. Ninety (90) percent of assessments will be initiated according to timelines established in policy.
- 4. Funding will be maintained to provide support for Community-Based Child Abuse Prevention, through Parent Resource Centers in the state that use evidence-based child abuse and neglect programming/curricula.
- 5. Annual reports will be generated to include the Child Fatality Review Panel, Institutional Child Abuse and Neglect, the Citizen Review Committee, and the Alliance for Children's Justice, all chaired by the CPS Administrator.
- 6. Seventy-five percent of the services required assessments will receive either case management (Code 29) or foster care (Code 51) services. Integrate and consolidate FRAME data system into CPS policy and into the practice processes.
- 7. Strengthen the safety assessment and safety planning as outlined in the 2009 approved Program Improvement Plan.

Area (2) (A): creating and improving the use of multi disciplinary teams and interagency protocols to enhance investigations (assessments in North Dakota)

The Child Fatality Review Panel conducts a review to determine the preventability all deaths of children where a ND death certificate has been issued and the incident leading to the death happened in North Dakota. An additional in-depth and separate review of all child fatalities where child welfare is involved with the family is completed.

Child Fatality Review Panel (CFRP) is fully operational and reports out after case reviews with suggestions for improvements or changes in policy and procedure to prevent the deaths of children in North Dakota. A report is prepared on an annual basis through the CFRP. The CFRP in the past has also served as a Citizens' Review Team. In 2006, the North Dakota Citizen Review Committee's (CRC) structure changed to a free standing CRC to review cases from child protective services work in the field.

The base for this new structure was the CPS Task Force. Additional members representing varying stakeholders and citizen constituent groups were added to the group for the purposes of the Citizen Review Committee. CRC members were selected from each of the eight regions of the state. The CRC meets quarterly in conjunction with the CPS Task Force (see separate report in the appendix of this document).

North Dakota CPS has administrative rules providing for appeals of CPS decisions. When a person responsible for the care of a child (subject of a report of suspected child abuse and neglect) disagrees with a decision that services are required for the protection and treatment of an abused or neglected child, that subject may appeal that decision. North Dakota will continue to update the process for appeals throughout the plan period.

Five-Year Plan:

The Child Fatality Review Panel will continue to operate during the plan period, reviewing the deaths of all North Dakota children and will progress in writing actionable recommendations for changes in policy, practice and law to prevent the deaths of children.

The Citizen Review Committee is expected to be revitalized and will meet quarterly throughout the plan period to review case and policy processes and to make recommendations for system improvements.

North Dakota Child Protection Services will continue to collaborate with the Developmental Disabilities system to better serve common clientele.

Area 4: enhancing the general child protective system by developing, improving and implementing risk and safety assessment tools and protocols

Area 4 was not addressed in the previous CFSP but has been chosen to be addressed in the 2010-2014 CFSP.

Five-Year Plan:

North Dakota's Program Improvement Plan, developed as a result of the 2008 CFSR, identifies "Safety Planning" as one of four focal themes. The Program Improvement Plan Action Steps include developing, improving and implementing safety assessment tools and protocols. The goals and objectives for a continuum of care to improve the child protective system and consolidate it with the CFSP will be the same goals and objectives in the approved Program Improvement Plan. Any tools and protocols developed, improved and implemented will be integrated and consolidated into practice and policy.

Area 6: developing, strengthening, and facilitating training ---

Five-Year Plan:

- 1. Plan and deliver additional multi-disciplinary training to coincide with the approved Program Improvement Plan action steps related to training.
- 2. Deliver requested "Mandated Reporter" training in an effective, efficient venue.
- 3. Continue to evaluate the Child Welfare Certification Training curriculum to assure that we are meeting the needs of beginning CPS workers in the field and to incorporate training needs identified in the approved Program Improvement Plan.

Area (14): supporting and enhancing collaboration among public health agencies, the child protection system and private community-based programs to provide child abuse and neglect prevention and treatment services

The Alliance for Children's Justice is a multi-disciplinary task force that is funded partially with Children's Justice Act funds and partially with CAPTA basic grant funds. With CAPTA funds, this taskforce has developed a state prevention plan for child sexual abuse. Four prevention Summits have been held since June of 2006. These summits have as their main focus prevention of child maltreatment with the emphasis on the public health issue of abuse and neglect. In 2008, the Alliance sponsored an event at the

Children's Justice Symposium to emphasize prevention programming in child welfare work. In addition to this special event at the Symposium, there was emphasis on prevention issues in both Symposium keynote and workshop presentations. The Alliance was (through individual members) an active participant in planning for and supporting the Children's Justice Symposium.

Five-Year Plan:

- The Alliance for Children's Justice will continue to meet and continue supporting and enhancing collaboration among public health agencies, the child protection system and private community- based programs to provide child abuse and neglect prevention and treatment services.
- 2. Work will continue to support the collaborative network of PCAND and the Parent Resource Centers to coordinate, share resources, and integrate programming on child abuse and neglect prevention activities.
- 3. North Dakota Child Protection, through the North Dakota Child Fatality Review Panel, will continue to collaborate with the Department of Health Vital Records Division, Injury Prevention Division, and Community Health Divisions for the safety of children and prevention of child injuries, particularly injuries related to child abuse and neglect.
- 4. North Dakota Child Protection Services will continue to collaborate with the State Chapter of Children's Advocacy Centers to provide treatment services for children who are suspected of being, or who have been, abused or neglected.
- **♣** Funding For Areas Selected For Improvement \$95,172 for 2009

Not all objectives for all areas for improvement will have funds attached. Staff will complete many of the objectives and action steps noted in the CPS Plan of the Consolidated CFS Plan with no Basic Grant Funds expended.

a. Out-of-state Travel for State Child Protection Service Administrator

Area 1 \$4,000

These funds will be used to attend meetings of the State Liaison Officers and to attend national and regional training that would assist in the development of knowledge or skills for the State CPS Administrator. North Dakota reimburses at the actual motel rate, meals at the federal per diem amount for the location and airfare at actual rate for out-of-state travel.

b. State Institutional Child Protection Team

Area 1 \$1,000

These funds will be used to reimburse non-state employees for travel and per diem for meetings of the State Child Protection Team. The Team meets as required to review and make decisions regarding Child Protection Services needs in institutions. The North Dakota in-state rate for mileage is 45 cents per mile, \$50 plus tax per night for motel and \$25 per day for meals.

c. State Child Fatality Review Panel

Area 2

\$4,000

These funds will be used to support the Child Fatality Review Panel which is a multi-disciplinary panel made up of professionals and lay persons for purpose of reviewing child deaths. (Members include Physicians, Educator, Prosecutor, Law Enforcement official, Prevention Specialist, Child Protection Staff, and Community Members) The funds will be used to reimburse members for travel to meetings and for training opportunities.

d. In-State Travel for State Administrator

Areas 1, 2, 6 and 14 \$3,374

These funds will be used to reimburse the State Administrator to travel to the regional and county offices to provide support to direct providers of child protection services. Funds will also be used for travel to monitor the contract for the Children and Family Services Training Center.

e. Travel to Meetings for Work on the Areas of Improvement Area 1 \$7,000

Funds will be used to reimburse CPS task force members for in state travel and per diem to attend meetings wherein the work to review and act on implementation of improvements to North Dakota Child Protection Services will take place. In addition, funds will be used for out of state travel for persons to attend national CPS training conferences.

f. Support for the Alliance For Children's Justice (ACJ)

Area 14 \$25,000

The funds will be used to maintain the Alliance for Children's Justice. The purpose of ACJ is to improve the handling of child abuse and neglect cases, particularly child sexual abuse cases. ACJ is a multi disciplinary partnership. The Basic grant funds are used to support staff, task force meeting expenses, training of professionals, providing information to public and professionals, prevention, treatment and research related activities.

g. Support of the CPS Training

Area 6 \$8,520

Funds will be used for training consultant fees, training materials, travel and per diem for trainees.

h. Educational Materials, Training Material, Books, Videos, Printing

Area 1. 6. and 14

\$3,578

The funds will be used to provide materials for regional supervisors, persons required to report suspected cases of child abuse and neglect, and the printing of reports to be used by the public as well as child protection service professionals.

i. Support for the Prevent Child Abuse North Dakota Organization Area 14

\$38.700

The funds will be used to support the only statewide agency, Prevent Child Abuse North Dakota (PCAND), established for the sole purpose of the prevention of child maltreatment. The funds will be used for staff and operating expenses as specified in a work plan and a contract with Prevent Child Abuse North Dakota.

Descriptions (106 (b) (2) [c]

1. services to be provided under the grant to individuals, families, or communities, either directly or through referrals aimed at preventing the occurrence of child abuse and neglect

Funds from the CAPTA grant are used to support the coalition task force, The Alliance for Children's Justice (ACJ). This task force is made up of over thirty five members representing law enforcement, mental health, parents, civil and criminal courts, prosecutors, defense attorneys, child protection staff, faith communities, education and medical professionals and citizens. This task force maintains a prevention sub-committee, which continually reviews strategies for preventing all forms of child abuse and neglect. In addition, funds from CAPTA are used in support of Prevent Child Abuse North Dakota.

2. training to be provided under the grant to support direct line and supervisory personnel in report taking, screening, assessment, decision-making, and referral for investigating suspected instances of child abuse and neglect

Funds from the CAPTA grant will be used to provide training to direct line and supervisory child protection staff.

3. training to be provided under the grant for individuals who are required to report suspected cases of child abuse and neglect

Training to individuals who are required to report suspected child abuse or neglect is accomplished through the county, regional and central office

CPS staff. In addition, a new curriculum for "Mandated Reporters" was developed in the past year through Prevent Child Abuse ND. Presentations have been made on a local, regional and statewide basis to groups of professionals who make up the categories of persons responsible to report.

Notification Regarding Substantive Changes in State Law (Section 106) (b) (1) (B)

The North Dakota Legislature was in session in 2009. Changes included restoring the reporting requirement for mandated reporters to report <u>all</u> suspected child sexual abuse to Child Protection Services, rather than only sexual abuse that is suspected to have been perpetrated by 'a person responsible for a child's welfare'(North Dakota statutory language). The legislation will also allow confidential information to be released to the Office of Administrative Hearings for use in administrative appeals of child protection services decisions filed by subjects (perpetrators) who have been aggrieved by the CPS decision. Additionally, the legislation gives DHS authority to determine whether a request for confidential CPS information for research purposes constitutes "bona fide research" (North Dakota statutory language). None of these changes has an impact on eligibility.

♣ Copy of Annual Report-CRC (Section 106) (b) (2) (C) (6)

A copy of the Annual Citizen Review Committee Report for North Dakota can be found in **ATTACHMENT C**.

♣ Changes to state's provisions and procedures for criminal background checks (Section 106) (b) (2) (A) (xxii)

As of October 1, 2007, (per state policy) prospective foster and adoptive parents are required to have a criminal background check as part of the licensing process. Other adults or non-relatives residing in those homes are also required, as of October 1, 2007 (per state policy) to have a criminal background check. There have been no other changes to the state's provisions and procedures for criminal background checks for prospective adoptive foster and adoptive parents and other adult relatives and non relatives residing in the household.

N. CFCIP/ETV

The following information is submitted to serve as a CFCIP and ETV Plan for the five-year period of FFY 2010 through 2014 and as an application for FFY 2010 funding. This Plan provides all information as requested in Program Instructions ACYF-CB-PI-09-06, issued June 3, 2009. A general overview of North Dakota's CFCIP and ETV program is provided, as well as plans to meet the seven purposes of CFCIP and the ETV Programs services to be provided.

General Overview

The North Dakota Department of Human Services, CFS Division administers the Chafee grant and supervises the Regional Chafee Foster Care Independence and ETV Programs located throughout the state. The North Dakota Department of Human Services, CFS Division will cooperate in national evaluations of the effects of the Regional Chafee Foster Care Independence and ETV Programs located throughout the state, in achieving the purposes of CFCIP.

North Dakota's overall goal continues to be that every young adult who lived in foster care as a teenager will meet the following outcomes by age 21:

- 1. All youth leaving the foster care system shall have sufficient economic resources to meet their daily needs.
- 2. All youth leaving the foster care system shall have a safe and stable place to live.
- 3. All youth leaving the foster care system shall attain academic or vocational/educational goals that are in keeping with the youth's abilities and interests.
- 4. All youth leaving the foster care system shall have a sense of connectedness to persons and community.
- 5. All youth leaving the foster care system shall avoid illegal/high risk behaviors.
- 6. All youth leaving the foster care system shall postpone parenthood until financially established and emotionally mature.
- 7. All youth leaving the foster care system shall have access to physical and mental health services.

Serving Youth Across the State of North Dakota: The North Dakota Chafee program incorporates the values, principles and beliefs of the Wraparound case management practice model (refer to pages 5-7 of this document). North Dakota ensures that all political subdivisions in the state are served by the CFCIP, including tribal youth and youth in the Division of Juvenile Services custody, through the CFCIP offered in each of the eight regions in North Dakota and covering all 53 North Dakota counties. In North Dakota, all youth who are 14 years of age or older, and are not yet 21 years of age, and who are, or were, in Foster Care after the age of 14 are eligible for certain components of Chaffee Programming per the CFCIP manual. The state IL manual can be found at http://www.state.nd.us/robo/projects/62410/62410.htm). All youth in foster care, age 16 and older, are required to have their needs relating to Independent Living assessed. The CFCIP is provided through various County social service agencies, with the exception of the Devils Lake region, which is currently a Partnership with PATH. A Regional Independent Living Coordinator is located within a designated county within each region of the state. The eight regions of the state remain the same and are listed at the top of the following page.

REGION		LOCATION OF IL COORDINATOR				
1	NORTHWEST- Williston	Williams County				
II	NORTH CENTRAL – Minot	Ward County				
Ш	LAKE REGION – Devils Lake	Belcourt PATH Office (Turtle Mtn Reservation)				
IV	NORTHEAST - Grand Forks	Grand Forks County				
٧	SOUTHEAST – Fargo	Sargent County (Office at PATH – Fargo)				
VI	SOUTH CENTRAL – Jamestown	Stutsman County				
VII	WEST CENTRAL – Bismarck	Sioux County (Office in Bismarck)				
VIII	BADLANDS - Dickinson	Stark County				

Memorandums of Agreement (MOAs) are issued to the above referenced designated counties within each region for administration of the program. To ensure that foster youth from all regions of the state have access to services, the MOAs and contracts are issued on a regional basis. In July 2009, the CFS Division began negotiation of the MOAs and contracts for the period beginning October 1, 2009. Those administering the programs follow State policy and Federal Chafee guidelines, yet have the flexibility to individualize their programs based on the needs of the youth they are serving. The Regional IL programs are reviewed annually in a Quality Assurance Review conducted by the State IL Administrator.

The "Comprehensive Independent Living Flow Chart" of the 2009 CFSP provides an overview of current programming to continue through 2014 and can be found in **ATTACHMENT H**.

Planned Activities to Design, Conduct and/or Strengthen the Seven Purposes of CFCIP

Purpose #1: To identify children who are likely to remain in foster care until 18 years of age and to help these children make the transition to self-sufficiency by providing services such as: Assistance in obtaining a high school diploma, career exploration, vocational training, job placement and retention, training in daily living skills, training in budgeting and financial management skills, substance abuse prevention and preventive health activities (including smoking avoidance, nutrition education, and pregnancy prevention) help youth make the transition to self-sufficiency.

North Dakota will engage and inform CFCIP participants in implementation efforts relating to the Fostering Connections to Success and Increasing Adoption Act of 2008, specifically in the provisions addressing older youth, both at the policy and program levels as well in their individual case decisions. Youth will be informed of the option to remain in foster care past their 18th birthday for the purpose of completing high school, pursuing vocational training, or attending college. Regional IL Coordinators will attend the Child and Family Team Meetings for those youth who are being considered for IL services, and for those youth currently receiving services.

The Regional IL Coordinators will be directly involved in the Child and Family Team with emphasis on permanent connections and effective outcomes for the older foster youth/young adults. Implementation of the electronic FRAME System will allow Regional IL Coordinators access to an online team for the youth, to access youth care plans, placements and court orders of the foster care child in care. Team members include: the youth; the youth's parents and/or identified family members; guardian ad litem's; case workers (PATH, County, DJS, Residential facilities team members); youth groups (clubs, organizations, Best Friends Program); guidance counselors; IEP team members, Colleges/Universities; Job Service Workforce Investment Act (WIA); Job Corps; Adult Learning Center; Housing; Community Action; Salvation Army: and private entities/businesses as applicable (including Youthworks – an agency providing support to ND youth in accessing housing and other support services). Regional IL Coordinators will continue to work with the above team members in an effort to support the youth regarding the seven purposes of the CFCIP to provide for the youth's personal and emotional needs, including spiritual and cultural opportunities as defined in the individualized Care Plan.

Under current state policy, youth who have been identified as aging out of care, and those who have aged out of care, are the number one priority. Foster care youth who have turned 16 years old are offered Chafee services and if declined by the youth, are offered at minimum every 6 months if the youth have been identified as "likely to age out of care." Youth continue to be identified through case meetings with multidisciplinary staff specific to the youth's Child and Family Team. Youth who have been identified as "likely to age out of care" complete the Life Skills Assessment and the results are incorporated into the IL Plan for the youth. This plan will continue to be discussed among team members, and incorporated into the Care Plan. Regions will continue to utilize the Casey Life Skills Modules as applicable to youth, to assist the youth in accomplishing identified goals in the IL plan portion of the Care Plan. Regions will establish seminars in the above-identified areas, as appropriate to youth in their respective area, to provide information and establish relationships with local service providers.

Youth will be invited to the ongoing Regional Youth Stakeholder Meetings in each region as well as in all regional Quarterly Youth Stakeholder Meetings. This provides youth with a forum for giving their input and expressing their viewpoints about youth needs and rights, as well as influence decisions related to the implementation of the seven purposes of the Chafee Foster Care Independence Program.

The National Resource Center for Youth Development will be invited back to the state for a follow-up statewide IL Stakeholders Meeting. This will help to further educate custodians, foster parents, and facilities on their responsibilities in assisting adolescents with transitioning from foster care. Youth will continue to be part of the CFSR process related to the CFCIP and ETV program.

A short informational tool to assist youth, custodians, parents and guardians in developing and carrying out IL plans will be developed. The youth and IL Coordinators are part of the development team, along with the Children and Family Services Training Center (CFSTC) and the CFS Division. This tool will be a condensed version of the Chafee policy handbook and will supplement the current IL brochure. It will be shared with all regions for their use. It is also planned to continue to give foster parents resource material to assist them in helping the foster youth plan for adulthood.

<u>Purpose #2:</u> Help youth receive the education, training, and services necessary to obtain employment.

The Regional IL Coordinators will offer one-on-one assistance to youth to assist them to complete requirements for their high school diploma or GED, and to attend post-secondary education when appropriate. Many of the coordinators spend one-on-one time to assist the youth to gather information that they need to gain employment (i.e. Social Security cards, birth certificates and driver's licenses) and will continue to assist youth in identifying and gathering information they need related to planning for transition into adulthood.

The Regional IL Coordinators will maintain their contacts and relationships with representatives of regional Work Investment Act (WIA) youth programs. Regional IL coordinators are looking at ways to increase the amount of one-on-one assistance available for the youth in order to achieve this goal. One region is looking at setting up mock interviews with community employers to give the youth a firsthand experience of what participating in an interview is like. Results and methods will be shared with other regions.

Through TANF and the American Recovery and Reinvestment Act, a pilot subsidized employment program (for youth in foster care age 16 and older and Economic Assistance eligible) has been developed and began accepting referrals September 8, 2009. This program provides funding to support youth in obtaining sustainable income. This program is administered by Career Options and is supervised by the State Independent Living Administrator. FOSTER outcomes will be assessed to determine the success of this pilot program.

A youth-friendly ETV Program brochure will be completed and distributed as a source of referral information regarding the ETV Program.

<u>Purpose #3:</u> To help youth prepare for and enter post-secondary training and educational institutions.

With the inclusion of the ETV funding, an increasing number of foster youth and child welfare professionals are seeing higher education as an option for foster youth. This is especially important to those younger foster youth interested in attending college because they can start preparing their post secondary plan many years before they age out of care. Regional IL Coordinators continue to provide assessments to determine how prepared the youth are to pursue their post secondary educational goals. The Coordinators will continue to provide skills training on an individual basis and will assist the youth with exploring career options and/or educational goals.

Youth will be assisted in making sure that they complete their high school/GED requirements and are well prepared to take ACT/SAT placement tests. Many youth will be given the opportunity to tour prospective schools and training facilities. Each youth will have the opportunity to receive individual assistance to help with enrollment, scholarships, financial aid and housing, etc. Foster youth age 18 and older will be given the opportunity to remain in Family Foster Care until they complete high school and/or college, or turn 21 years of age.

The Regional IL Coordinators will assist youth in preparing for post secondary education and training through efforts to ensure that information is shared and requirements for enrollment are completed. This will take the form of one-on-one contact, books, groups and referrals to community resources. Regional IL Coordinators will involve youth in the development of their educational plans in preparation for post secondary education/training. Each educational plan will include the following:

- links/communication with secondary educational counselors, officials, and other support persons;
- a plan for successful completion of secondary education/training;
- a plan for completion of required applications, tests, and financial aid forms;
 and
- a plan for providing support during post-secondary educational attendance including, but not limited to, housing, child care and tutoring. These activities are allowable costs related to successful participation in post secondary education and training.

The North Dakota II Administrator will continue to provide updates about the ETV Program to youth and the foster care system. UND Children and Family Services Training Center will continue to incorporate information on the ETV Program into the Child Welfare Certification Training. Regional IL Coordinators will maintain connections with local Job Corps sites.

<u>Purpose #4:</u> To provide personal and emotional support to youth aging out of foster care, through mentors and the promotion of interactions with dedicated adults.

Independent Living Coordinators, case managers, foster parents, treatment staff and other team members will provide individualized support to assist youth in making the transition to independent living. The definition of "permanency" for youth has expanded within the past several years and continues to be seen as life-long connections for foster youth. Foster Care

Policy Manuals reflect this definition, philosophy and process. Several tools have been disseminated to the field to educate child welfare professionals. A discharge-planning checklist has been provided to custodians to assist them with their planning efforts for older adolescents. This planning list contains a section to identify the names of a number of supportive adults for the youth.

Regional and state Youth Advocacy Boards include youth presently in care as well as former foster youth. These boards provide a supportive environment for youth to both share and gain information as well as develop and maintain mentoring type relationships. Regional IL Coordinators will seek out professionals in the youth's area of interest who are willing to act as a mentor and will support that relationship by facilitating meetings and job shadowing opportunities. Regional IL programs will collaborate with local mentoring programs including Mentors and Friends, the Best Friends Program and various clubs and organizations.

The Youth Advisory Board and Regional IL Coordinators will pursue and develop more in depth mentoring opportunities and programs as a collaborative effort. The 2009-2010 CFSTC Work Plan includes plans that CFSTC colleagues attend quarterly Independent Living meetings and trainings to support the education and promotion of mentoring relationships.

<u>Purpose #5:</u> To provide financial, housing, counseling, employment, education, and other appropriate support and services to former foster care recipients between 18 and 21 years of age to complement their own efforts to achieve self-sufficiency and to assure that program participants recognize and accept their personal responsibility for preparing for, and then making the transition from adolescence to adulthood.

The IL program's primary focus will be foster youth age 16 or older identified as "likely to age out of care," as well as those who have aged out of care. Because of this focus, the Regional IL Coordinators provide more in-depth assistance to the neediest youth. Before youth age out of care, the Regional IL Coordinator provides them with information that emphasizes where to continue to get emotional, financial, vocational and educational support. This can come in the form of Flexible Chafee funds, community resources, mentoring relationships and ETV programming to name a few. Many times, youth are provided with a "basket" of items that will assist them in setting up their own living arrangements.

The State IL Administrator has secured a grant from Casey Family Programs to construct a website for foster youth. The State Youth Advocacy Board, with assistance from the Regional IL Coordinators, has been in charge of developing and implementing the website content. The ND Youth website is in the final development phase and will display pertinent information and resources for transitioning youth in each specified region. Regional IL Coordinators collaborate with private/nonprofit agencies providing IL support services including a Transitional Living Program. The lack of affordable,

supportive housing persists as a huge need in our state. The Discharge Checklist developed last biennium will continue to be used a tool to assist in ensuring that youth transition is addressed prior to youth aging out of care.

The CFS Division will collaborate with the private nonprofit agencies to address the transitional living needs of youth in noted regions. The CFS Division will further explore the possibility of obtaining funds to expand upon the housing options available to former foster care youth in the state. North Dakota hopes to implement a housing option that provides a higher level of care/supervision than the traditional apartment setting designed for those youth who need a transitional housing phase in order to move from parental supervision to housing independence and self-sufficiency. We will also continue collaborative efforts with both public and private landlords to create and maintain affordable and suitable housing for transitioning youth.

The State IL Administrator will monitor Chafee expenditures to ensure no more than 30% of our Federal fund allotment is spent in providing room and board for youth who left foster care, after having attained 18 years of age but not yet attained 21 years of age. "Room and Board" is defined as sleeping accommodations and meals. Regional IL Coordinators will continue to document room and board on flex fund logs (included in their regional quarterly and year-end reports). Regional IL Coordinators will request input and support from each youth's team in determining daily needs throughout coordination of IL services. They will also utilize the checklist to ensure that youth participating in the CFCIP have developed a comprehensive transition plan to meet their daily needs, including self-sufficiency regarding lodging and food provisions for youth. The annual IL Quality Assurance Review will continue to provide assurance that Federal guidelines are adhered to in the administration of the CFCIP.

<u>Purpose #6:</u> To make available vouchers for education and training, including post secondary training and education, to youth who have aged out of foster care.

In compliance with P.L. 110-351, The North Dakota Educational and Training Voucher (ETV) Program provides post secondary educational financial assistance to help eligible youth make the transition to self-sufficiency and to help eligible youth receive the education, training and services necessary to obtain employment. Youth are determined eligible for ETV programming according to the following eligibility criteria:

- Youth that were discharged from foster care on their 18th birthday, or continue to be in foster care past their 18th birthday, provided they were in foster care for at least one year, and have not reached their 21st birthday at the time of application.
- Youth who after attaining 16 years of age, are adopted from, or enter kinship guardianship from foster care, but have not reached their 21st birthday.
- Youth participating in the ETV program on their 21st birthday can remain eligible until they turn 23, as long as they are enrolled and making

satisfactory progress toward completing their post-secondary education or training program.

- Youth who are United States Citizens or qualified non-citizens.
- Youth who are, or will be enrolled into a program at an accredited or preaccredited College, University, Technical or Vocational school.

To ensure that the ETV Program operates efficiently, the ETV Program will continue to be administered by the State IL Administrator. The administrator assures the ETV applications and awards are in compliance with Chafee ETV Federal conditions. The IL Coordinators provide the initial review of the youth's ETV application. Prior to issuance of an ETV award, the final review is completed by the IL Administrator. The amounts will be determined through final review and audit of the application including the youth's Federal financial aid resource (Free Application for Student Financial Assistance), the Chafee ETV application, the Eligibility Verification Sheet, and the educational institution's Cost of Attendance and Award letter along with other documents required for complete application submission. Through this review process, The State IL Administrator will ensure that the Federal assistance program does not exceed the total cost of attendance and therefore avoid duplication of benefits under this and any other Federal assistance program. Youth will continue to be notified through a written letter from the state IL Administrator of their ETV award and the check is sent directly to their educational institution. There are currently no issues of concern regarding the issuance of the ETV vouchers as there are no state statutory and/or administrative barriers identified at this time.

The IL Administrator will continue to ensure that ETV awards are distributed with fair and equitable treatment to benefit recipients. The IL State Administrator will use objective criteria based on both the applications received and availability of funds. The IL Administrator will continue to set a deadline for each semester application period so that all applications are prioritized based on the amount of ETV funds requested and the amount available. Youth who receive an ETV award and do not achieve at minimum a 2.0 GPA for a prior Semester will be put on Probationary Status with the ETV program and will be required to demonstrate at minimum a 2.0 GPA, through educational institution verification, to be eligible for subsequent ETV awards.

All institutions of higher education within the state are familiar with the ETV Program and are willing to work closely with Regional IL Coordinators and youth to ensure the youth receive the full benefit of the program. The IL Coordinators will offer one-on-one assistance to youth to complete requirements for their high school diploma or GED, and subsequently attend post secondary education or training programs when appropriate. A strong collaborative relationship continues with contract agencies and Job Service North Dakota, Workforce Investment Programs, Job Corps, the University system, and the local public school system. Regional IL Coordinators will meet with and make presentations to stakeholders to ensure that they are

informed about the availability and guidelines of the ETV Program. A formal ETV policy revision will be written and implemented into policy. The ETV program will continue to be discussed at the quarterly IL Coordinator meetings.

The ND Youth website, secured through a Casey Foundation grant, will include a portion dedicated to the Education and Training Voucher Program. A couple of regions within the state plan to continue peer mentor programs. Former foster youth currently in college provide support to those foster youth planning to attend post secondary educational programs.

The Department of Human Services' Children and Family Services Division will continue to monitor the ETV Program process and make policy revisions when necessary. The ETV Program will be promoted throughout the state. A newly developed ETV Program checklist will be used in the regions to ensure that ETV applications are complete and can be processed quickly. Expansion of the current Regional Peer Mentor Program will be explored. Continued education about the ETV Program and referral process is ongoing through Regional IL Coordinator's collaboration with referring partners, State IL Administration collaboration with Regional Supervisors and through CFSTC initiatives.

<u>Purpose #7:</u> To provide services to youth who, after attaining 16 years of age, have left foster care for kinship guardianship or adoption.

The CFCIP program is designed to serve youth who are in foster care or who have been in foster care. Independent Living Services will be available to the former foster youth in a guardianship arrangement on the same basis as prior to the guardianship. The Department of Human Services' Children and Family Services Division will collaborate with the state, county, regional, and referring partners including private entities to offer Chafee and ETV Programs to youth who have been adopted or are in guardianship care. The IL Administrator attends the Adoption Foster-Care Task Force as a way to collaboratively address youth-related issues including kinship guardianship, adoption and Chafee Program goals. ND Youth are also encouraged to attend the Adoption Foster-Care Task Force meetings. The CFS Adoption Services Manager corresponds with adoption workers on a regular basis and forwards CFCIP and ETV information to adoption workers for dissemination.

General Reporting Requirements Related to the Seven Purposes of the CFCIP

<u>Training:</u> The Independent Living and ETV policy manuals will be reviewed and updated as needed. Required meetings will be held on a quarterly basis with all Regional Independent Living Coordinators. Training and program updates will be provided on a regular basis as well as general sharing of information. The IL Administrator will attend meetings with the Regional Foster Care Supervisors from across the state in order to both give

and receive updates on the CFCIP in each region and to discuss program revisions and concerns. The CFSTC will provide training to foster parents and social workers on the importance of youth transitioning to Independence. Information concerning preparation of youth for transitions and independent living will be provided to new foster parents and facilities serving youth.

The IL Administrator will continue to be the lead for the Residential Child Care Facility (RCCF) and the Licensed Child Placing Agency (LCPA) Licensure Team, and will be a member of the Psychiatric Residential Treatment Facilities (PRTFs) Coalition and the RCCF Association. The licensure reviews will continue to ensure compliance with federal and state statutes.

The regional Youth Advisory Boards will meet on a monthly basis and the youth will be involved in addressing ways in which to improve programming within their respective region. Elected youth leaders from this group will meet on a quarterly basis to plan and work on specific projects leading toward system improvement.

<u>Native American Youth:</u> As previously mentioned, the DHS Tribal Liaison resigned from her position this past spring and her position will not be retained in DHS. In past years, tribal partners were invited to be part of the planning for the Fostering Connections work, including the CFCIP. The Native American Training Center (NATI) experienced significant leadership transition over the past year. CFS Division staff continue on the board of their organization.

North Dakota ensures that Native American youth have fair and equitable access to all CFCIP services. Native American tribal youth have been encouraged to participate in formal IL Programming. North Dakota has CFCIP programs operating out of Sioux County Social Services and the Fort Berthold Reservation. Each IL Coordinator will continue to offer culturally sensitive and culturally aware Independent Living programming to each Native American tribal youth accepting referral to the CFCIP. The CFCIP Assessment will provide the opportunity for youth to identify themselves as Native American. IL Coordinators, along with each youth's Permanency Plan Team, will develop culturally aware case plans according to the youth's individualized goals. Every youth participating in the CFCIP is encouraged to discuss any cultural aspects they view as applicable to the IL activities in which they participate. Each region holds monthly Youth Advocacy Groups at which youth are encouraged to work together and learn more about each other's diverse backgrounds.

North Dakota Regional IL Coordinators have attended various cultural events including Pow-Wow's and Community Forums/Healing Ceremonies to work on the reconciliation in Indian Child Welfare. IL Coordinators will consult tribal members and Tribal Social Services as well as research

culturally related information to share with Regional IL Coordinators to ensure competence in working with and meeting the cultural needs of tribal youth. The Fort Berthold Reservation and Sioux County Regional IL Programs serve Native American youth who live on and off the reservation. CFCIP Regional Coordinators will continue to collaborate with the Ft. Yates High School Independent Living Program.

The same CFCIP and ETV eligibility criteria continue to apply to Native American youth in foster care. Invitations will be extended to all tribes regarding CFCIP and ETV trainings. Special efforts will be made to recruit Native American youth for ETV funds. The IL Administrator's involvement on the Licensure Review Teams for the Residential Child Care Facilities and Licensed Child Placing Agencies provides the opportunity to hear what facilities and regions are doing regarding cultural competency across the state. North Dakota will continue to work with all Residential Child Care Facilities to enhance cultural experiences for Native American youth. The ongoing usage of the Ansell-Casey Life Skills Assessment for Native American Youth will continue to assist the Regional IL Coordinators in working more effectively with Native American youth.

The Regional IL Coordinators will cultivate relationships with tribal service providers and will provide services to Native American youth to ensure that benefits and services under the programs are made available on the same basis as other youth. IL Coordinators and other CFS Division staff will seek out and attend trainings designed to enhance cultural competence. Each of the Regional IL Coordinators will explore options to increase the frequency of mentoring provided to Native American youth by Native American mentors. The IL Administrator will consider an ACF grant opportunity that addresses youth connectivity targeting young people ages 16-21, in rural areas, including Native American youth in rural communities. The IL Administrator will consult with each tribe in the state regarding CFCIP and ETV programs through collaboration at the annual ICWA conference. As previously mentioned in this report, RCCF Licensure Review process provides a collaborative opportunity to meet with Native American RCCF providers annually.

Service Collaboration: The Statewide Quarterly Meeting is a very effective tool in increasing the collaboration between service providers. All Chafee programs rely heavily on collaboration with numerous outside agencies in order to provide effective and efficient services. Examples of these collaborations include: Community Action programs, residential facilities, United Tribes Technical College, Youth Correctional Center, Aide Inc., Adult Learning Centers, United Way, food pantries, NDSU Extension Services, Job Service, public schools, Universities, Social Services, Human Services, the medical community, Salvation Army, AFL-CIO Laborers Union, banks, retail stores, Housing Department, Job Corps, and Medical Assistance. Life Skills classes will be offered at all public high schools throughout the state. Regional IL Coordinators will collaborate with WIA contacts within

their respective regions. North Dakota Job Service developed the "Share Network" which is a list of available statewide resources that can be utilized by youth and coordinators.

North Dakota will continue to educate and collaborate with numerous outside agencies to ensure that the youth in CFCIP have regionally based services and resources available to them. The ND Youth website completion will provide an online forum for easily accessing regionally based services and resources.

Medical Assistance: It has been determined that a low number of former foster youth are accessing Medicaid, even when they are eligible for the program Youth have indicated, through surveys and open discussions, that they do not understand the re-determination process, which can complicate their ability to reapply for Medical Assistance once they age out of foster care. Regional IL Coordinators have continued to make an effort to help youth understand the Medicaid redetermination process, by collaborating with professionals who work with these youth to provide more information and assistance to the youth to access this program.

Medicaid assistance will continue to be offered to youth after age 18 who have aged out. The Medicaid redetermination process determines that youth are eligible for Medicaid in one of three Medicaid programs. Professionals working with IL youth will continue to further assist those youth with accessing the Medicaid services that are currently available to them. Ways to ensure a broader range of medical coverage will continue to be explored. The Youth Advocacy Board has identified a barrier to utilizing Medical Assistance as the Recipient Liability and they may consider addressing this further to see if they could implement change in the MA policy.

- <u>Trust Fund:</u> North Dakota does not have a trust fund at this time nor do they have plans to initiate a trust fund at this time.
- Youth Involvement in State Agency Efforts: North Dakota will continue to replicate the Federal CFSR Process as part of a Program Improvement Plan. The CFS Division will continue to conduct reviews in each of the eight regions of our state on an annual basis. "Youth Stakeholder Meetings" continue to be a part of this ongoing process. As noted elsewhere in this report, the Youth Advisory Board has taken on the lead responsibility to continue to develop the state's website relating to IL/Transition regional resources. They have also been added to the statewide Foster/Adopt Task Force. Youth will continue to be invited to, and involved in local and national conferences and trainings.

North Dakota will continue to involve IL/Transitioning youth in the aspects of programming and program improvement that affect them. The Youth Advisory Board is in the process of addressing topics that they may address

in future legislative hearings. They are beginning a process of small-group break-away task groups during their quarterly youth meetings, to address youth related topics of interest in an effort to effect change and promote youth initiatives.

National Youth in Transition Database (NYTD): In response to the Foster Care Independence Act of 1999, requiring ACF to develop and implement a data collection system that will assess state performance of each state's IL programs, the CFS Division is analyzing the requirements of the data collection system to determine if North Dakota will implement NYTD or enter into fiscal sanctions. The benefits of outcome measurability are being considered while conducting a fiscal analysis to determine North Dakota's decision of implementing NYTD. If implemented, North Dakota will utilize the NYTD guidebook compiled by APHSA along with technical assistance from the National Child Welfare Resource Center for Youth Development (NCWRCYD) and National Resource Center for Child Welfare Data and Technology (NRC-CWDT). The State IL Administrator will continue to provide updates to the Regional IL Coordinators regarding NYTD.

O. STATISTICAL AND SUPPORTING INFORMATION

Timely Home Studies Reporting and Data

Since the enactment of The Safe and Timely Interstate Placement of Foster Children Act of 2006 (P.L. 109-239), the CFS Division has made every effort to follow the guidelines related to the federal law. The ICPC Deputy Compact Administrators for Foster Care and Adoption instituted the guidelines for timely home studies whether North Dakota was the receiving or sending state.

Soon after the public law was enacted, it became evident that the CFS Division's child welfare data system did not have the capability to track the frequency of requests for an extension to complete timely home studies, why the request for an extension was needed, and how the extension resulted in the resolution of the issues that made it necessary to request the extension.

The CFS Division had been focusing on building a more "user friendly" Child Welfare Data System (FRAME) and began that process around the time that P.L. 109-239 was enacted. This process involved the time and commitment of several staff from the CFS Division as well as our IT business consultants and took precedence over developing a data system specific to The Safe and Timely Interstate Placement of Foster Children Act. At this time the CFS Division is in the final stages of development of FRAME and is in the process of rolling it out statewide and training all users. One of the capabilities is that FRAME has been built so that enhancement can be added to get other types of data not already built into the system.

In late June 2009 the CFS Division Director, along with the ICPC Deputy Compact Administrators for foster care and adoption, and IT business analysts met to assess the feasibility of adding an enhancement to FRAME regarding timely home studies reporting. This enhancement would enable ICPC staff to generate reports to Congress that are required by law. The IT unit will move forward and develop an interim access database to begin to gather the required data until the enhancement to FRAME can be completed. The goal is to have the enhancement completed by June 30, 2010.

Juvenile Justice Transfers

A point in time case count was requested from the Division of Juvenile Services that reflects the number of youth under the care of the State child protection system who were transferred into the custody of the State juvenile justice system. Below is a case count taken on June 1, 2009.

DJS OFFICE	6/1/2009 CASE COUNT	# TRANSFERRED FROM SOCIAL SERVICES TO DJS	% TRANSFERRED FROM SOCIAL SERVICES TO DJS			
Bismarck	82	23	28%			
Grand Forks	45	3	7%			
Fargo	37	1	3%			
Minot	31	3	10%			
Devils Lake	30	2	7%			
Jamestown	24	1	4%			
Williston	18	1	6%			
Dickinson	16	2	12%			
TOTAL	283	36	Average: 13%			
West	147	29	20%			
East	136	7	5%			

P. PAYMENT LIMITATIONS—TITLE IV-B SUBPART 1

In FFY 2005, North Dakota did not spend Title IV-B, subpart 1funds for Foster Care Maintenance. North Dakota did spend \$36,697of IV-B, subpart 1funds for Subsidized Guardianship. Subsidized Guardianship in North Dakota provides a subsidy for children who have been in the foster care system and are now moving to permanency though legal guardianship. The families who become the legal guardians for these children are, for the most part, foster parents.

The Subsidized Guardianship payments for FFY 2010 are in the Family Preservation category on the CFS 101 Part III document and are included in the \$221,005 amount.

For FFY 2010, North Dakota has chosen to spend less than 20% of the Title IV-B, subpart 2 funds for Adoption Promotion and Support services because the North Dakota Legislature appropriated \$328,887 for the 2009-2011 biennium (\$97,673 of which are general funds) to the AASK contract in order to enhance and expand the program.

Q. MAINTENANCE OF EFFORT

BREAKDOWN OF PROGRAMS INCLUDED IN CHILDREN AND FAMILY SERVICES GRANT CATEGORIES FOR 1991-1993 BIENNIUM AND 2009-2011 BIENNIUM

Cost Center	Program	09-11 Budget	State/ Local	Federal		91-93 Budget	State/ Local	Federal
OUT-OF-HO	OME CARE GRANTS					-		
4135	Independent Living Program	1,055,729	0	1,055,729		275,535	60,000	215,535
4151	Unaccompanied Refugee Minor Program	0	0	0		450,740	0	450,740
4262	SED Out-Of-Home Care	683,440	310,860	372,580		63,906	44,734	19,172
4263	Foster Care - IV-E	17,734,967	6,593,467	11,141,500		5,073,433	1,212,468	3,860,965
4265	Foster Care - Regular	31,429,204	9,965,804	21,463,400		8,842,319	8,626,279	216,040
4266	Foster Care - Services	2,564,352	1,362,065	1,202,287		681,596	681,596	0
4270	Foster Care - Specialized Family	0	0	0		369,206	362,469	6,737
4270	Guardianship	457,920	114,480	343,440		0	0	0
4272	Foster Care - Therapeutic	6,360,936	4,126,346	2,234,590		1,442,749	1,416,780	25,969
4273	Foster Care - Shelter Care Services	75,115	75,115	0		163,946	70,000	93,946
	Total Out-of-Home Care Grants	60,361,663	22,548,137	37,813,526		17,363,430	12,474,326	4,889,104
ADOPTION	SERVICES GRANTS		ı					
4119	Special Needs Adoption	0	0	0		316,667	105,000	211,667
4268	Subsidized Adoption - FM	12,908,067	4,470,961	8,437,106		564,157	99,189	464,968
4269	Subsidized Adoption - Regular	4,939,019	4,939,019	0		307,485	277,449	30,036
EAMILV CII	Total Adoption Services Grants PPORT SERVICES GRANTS	17,847,086	9,409,980	8,437,106		1,188,309	481,638	706,671
4117	Adoption & Unwed Parents - Admin.	0		0		70.000	17.750	50.047
4117	Bush Foundation	0	0	0		70,000	17,753 0	52,247
4120	Family Focused Services	815,842	815,842	2,322,550		0	0	0
NA	Dependent Care - DPI	2,703,120	380,570	2,322,330		60,000	0	60,000
4139	State CSCC	873,864	0	873,864		515,658	377,773	137,885
4143	Juvenile Services - Case Management	626,978	0	626,978		200,000	0	200,000
4144	Tribal Permanency Planning	600,000	300,000	300,000		400,000	25,000	375,000
4149	Quality Improvement	000,000	0	0		240,375	23,000	240,375
4150	Crossroads Program	0	0	0		150,000	0	150,000
4153	Refugee Assistance - Social Services	3,966,410	0	3,966,410		0	0	0
4249	Early Childhood	687,959	57,842	630,117		0	0	0
4250	Early Childhood Resource & Referral	6,010,221	166,221	5,844,000		0	0	0
4251	Outpatient Counseling	0,010,221	0	0,044,000		45,460	45,460	0
4254	County Reimb Child Abuse Standards	5,703,740	956,034	4,747,706		2,530,754	749,074	1,781,680
4255	County Reimb Prime Time Day Care	117,100	19,907	97,193		480,529	228,889	251,640
4256	County Reimb Parent Aid Project	1,658,121	233,446	1,424,675		1,387,066	787,066	600,000
4258	Healthy Families	500,000	500,000	0	İ	631,490	194,916	436,574
4260	Respite Care	12,000	0	12,000		76,230	0	76,230
4267	Foster Care - Training	1,890,392	688,586	1,201,806		0	0	0
4271	Foster Care - Intensive In-Home Services	0	0	0		1,484,828	902,093	582,735
4277	Foster Care - Intensive In-Home Services (Medicaid)	1,176,624	384,123	792,501		, , , , , ,	- ,	- , - -
4274	Foster Care Recruitment	248,750	125,000	123,750		0		
4285	Tribal Case Management	252,990	194,134	58,856				
	Total Family Support Services Grants	27,844,111	4,821,705	23,022,406		8,272,390	3,328,024	4,944,366
	GRAND TOTAL - GRANTS	106,052,860	36,779,822	69,273,038		26,824,129	16,283,988	10,540,141
		, ,	, -,	, .,		-,,	-,,	-,,

R. ANNUAL BUDGET REQUEST

Please refer to pages 108-110 for the CFS-101 Parts I, II, and III.

CFS-101, Part 1 U.S. Department of Health and Human Services Administration for Children and Families

Attachment D OMB Approval #0980-0047 Approved through July 31, 2011

CFS-101, Part I: Annual Budget Request for Title IV-B, Subpart 1 & 2 Funds, CAPTA, CFCIP, and ETV

Frederical Year 20 10 Detailed 1, 2009 Enrough September 30, 20 10	I- may 1// manage
State or Indian Tribal Organization (ETO): North Dakota Address Nowth Bakons, Daywest word of Human Samulage	Z. E1N: 45-0309764
3. Address: North Dakots Department of Human Services 600 East Boulevard Avenue	4. Submission:
Bismarck, North Dakota 58505-0250	[X] New
5. Total estimated title IV-B Subpart 1, Child Welfare Services (CWS) Fonds	[] Revision
a) Tetal administration (not to exceed 10% of estimated allotment)	\$569.506
6. Total estimated title IV-B Subpart 2, Provides Safe and Stable Femilies (PSSF) Funds. This	\$56,951
amount abould equal the sum of times a - f.	\$516,913
a) Total Faintly Preservation Services	\$197,559
b) Total Family Support Services	\$143,816
a) Total Time-Lumbed Family Reunification Services	\$128,097
d) Total Adoption Promotion and Support Services	\$33,348
e) Total for Other Survice Relayed Activities (e.g. planning)	, S0
f) Total administration (FOR STATES ONLY: not to exceed 30% of estimated allotment)	\$14,093
7. Total estimated title IV-B Subpart 2, Monthly Caseworker Visit (MCV) Funds (FOR STATES	\$30,695
ONLY)	and the same of th
s) Total administration (FOR STATES ONLY; and in exceed 10% of estimated allotment)	- Lander State Control
 Re-allotment of title IV-B subparts 1 & 2 funds for States and Indian Tribal Organizations: 	
a) Indicate the armuni of the State's Tribe's alletment that will not be required to carry out the fi	ollowing programs:
CWS S, PSSF.5. , ansVor_MCV	
b) If edditional funds become available to States and TTOs, specify the amount of additional fund requesting: CWS \$ 50,000 PSSF \$ 50,000 and/or MCV	ds the States or Tribes
9. Child Abuse Prevention and Treatment Act (CAPTA) State Chart (no State mutch	
required): Estimated Amnust plus additional allocation, as available, (FOR STATES ONLY)	906 472
10. Estimated Chafee Foster Care Independence Program (CFCIP) funds	\$95,172
a) Indicate the amount of State's or Tribe's allotnent to be spent on room and board for	\$500,000
eligible youth (not to exceed 30% of CFCO) aliqument)	s
11. Estimated Education and Training Voncher (ETV) funds	\$113,861
12. Re-allotment of CFCIP and ETV Program Funds:	W/ values
a) Indicate the amount of the State's or Tribe's allorment that will not be required to carry out	T
CFCIP Program	ł.
	\$
 b) Indicate the amount of the State's or Tribe's adotnest that will not be required to corry out ETV Program 	
	\$
c) If additional funds become evailable to States or Tribes, specify the amount of additional funds the States of Tribes in connection, for CECID Incomes.	
funds the State or Tribe is expecting for CFCIP Program	\$100,000
d) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for ETV Program	
	\$35,000
13. Certification by State Agency mcVor Indum Tribul Organization.	0 - 10
The State agency or Indian Tribe submits the above estimates and request for funds under title IV-B, subport t Acs, CAPTA State Grant, CPCIP and ETV programs, and agrees that expenditures will be made in accordance Services Plan, which has been jointly developed with, and approved by, the Children's Dureau, for the Fiscal Y	e with the Child and Family
Signature and Utile of State Tribal Agency Official Signature and Title of Central Of Philippin AFS Division	fice Official

CFS-101, Part II
U.S. Department of Health and Human Services

Administration for Children and Families

Attachment D
OMB Approval #0980-0047
Approved through July 31, 2011

CFS-101 Part II: Annual Estimated Expenditure Summary of Child and Family Services

State or Indian Tribal Organization (ITO) North D	North D.	akota		(p)	(e)	For FF	Y OCTOBE	(h)	For FFY OCTOBER 1, 2009 TO SEPTEMBER 30, 2010	3ER 30,	2010	(k)
		TITLE IV-B		CAPTA*	CFCIP		TITLE IV-	STATE, LOCAL, &	NUMBER TO BE SERVED		POPULATION GEOG. AREA TO BE SERVED TO BE SERVED	GEOG. AREA TO BE SERVED
SERVICES/ACTIVITIES	(a) Subpart I- CWS	(b) Subpart II- PSSF	(c) Subpart II- MCV *					DONATED FUNDS	Individuals Families	milies		
I.) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)		143,816						47.939	53.296	R 174 &	Reports of Abuse	STATEWIDE/ RESERVATION
2.) PROTECTIVE SERVICES				87,172					3878		11.850	11.850 STATEWIDE
3.) CRISIS INTERVENTION (FAMILY											3	STATEWIDE
PRESERVATION) 4.)TIME-LIMITED FAMILY	217,603	197,559						138,387		3214C	3214 Crisis Risk of FC All Eligible	RESERVATION STATEWIDE/
REUNIFICATION SERVICES		128,097						42,699		231 C		RESERVATION
5.) ADOPTION PROMOTION AND STIPPORT SERVICES		11 148						71111		A 0,7	ole .	STATEWIDE
6) FOR OTHER SERVICE RELATED		25,570					1	11,110		30%	309 C midren	KESEKVATION
AC HVILLES (e.g. planning) 7.) FOSTER CARE MAINTENANCE:												
(a) FOSTER FAMILY & RELATIVE									ţ	_ ∀ ⟨	ole	STATEWIDE/
(b) GROUP/INST CARE							3,542,135	5,335,643	5/9) 	Children All Flioible	RESERVATION
							2,857,772	4,491,230	245	<u>()</u>		STATEWIDE
8.) ADOPTION SUBSIDY PMTS.							4.389.851	4.293.480	942	ΑÛ	All Eligible Children	STATEWIDE
9.) GUARDIANSHIP ASSIST. PMTS.	294,952					i			38	4 C	əle	STATEWIDE
10.) INDEPENDENT LIVING SERVICES					410,479			102,620	312	N C	ole	
II.) EDUCATION AND TRAINING VOUCHERS						113.861		28.465	132	\ <u>\</u>	All Eligible Children	
12.) ADMINISTRATIVE COSTS	156'95	4,228			89,521		5,875,553	5,875,533				
13.) STAFF & EXTERNAL PARTNERS TRAINING		9.865		8:000			152,704	50.901				
14.) FOSTER PARENT RECRUITMENT & TRAINING							750.622	78.97				
15.) ADOPTIVE PARENT RECRUITMENT & TRAINING							35,250	11,750				
16.) CHILD CARE RELATED TO EMPLOYMENT/TRAINING												
17.) CASEWORKER RETENTION, RECRUITMENT & TRAINING			30,695									
	569,506	516,913	30,695	95,172	\$00,000	113,861	113,861 17,082,322	18,506,135				

U.S. Department of Health and Human Services Administration for Children and Families

CFS-101, Part III

Attachment D OMB Approval #0980-0047 Approved through July 31, 2011

CFS-101, PART III: Annual Expenditures for Title IV-B, Subparts 1 and 2, Chafee Foster Care Independence (CFCIP) and Education And Training Voucher (ETV): Fiscal Year 2007: October 1, 2006 through September 30, 2007

1. State or Indian Tribal Organization (ITO): North Dakota 2. EIN: 45-0309764	2. EIN: 45-0309764	North Dakota Department of Human Services	epartment of £	fuman Servi	ces
4. Submission: [X]New []Revision		_	vard Avenue	1e 58505_0250	
Description of Funds	Fetimated	Actual	Number served	Population	Gooranhic area served
	Expenditures	Expenditures	Individuals Families	served	
5. Total title IV-B, subpart 1 funds	\$545,542	545,542	1150		STATEWIDE
a) Total Administrative Costs (not to exceed 10% of	CO2 TA2	900 001			
6. Total title IV-B, subpart 2 funds (This amount should	377,77	007,01	0300		STATELITY
equal the sum of lines a - f.)	\$620,061	578,261	2007		SIRLEWIDE
a) Family Preservation Services	\$260,426	\$221,005			
b) Family Support Services	\$148,815	\$160,884			
c) Time-Limited Family Reunification Services	\$142,614	\$143,300			
d) Adoption Promotion and Support Services	\$55,805	\$37,306			
e) Other Service Related Activities (e.g. planning)	€ 9	\$			
f) Administrative Costs (FOR STATES: not to exceed 10% of total allorment after October 1, 2007)	\$12.401	397 513			
Is (STATE ONLY)	\$	\$			
a) Administrative Costs (not to exceed 10% of Federal allotment)	\$	\$			
8. Total Chafee Foster Care Independence Program (CFCIP) funds	\$500,000	\$500,000			
a) Indicate the amount of State's allotment spent on room					
and board for eligible youth (not to exceed 50% of CFCJP allotment)	· •	£.			
9. Total Education and Training Voucher (ETV) funds	\$122,390		37		STATEWIDE
10. Certification by State Agency or Indian Tribal Organization (ITO). The State agency or ITO agrees that expenditures were made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau, for the Fiscal Year ending September 30, 2007	ion (ITO). The State ag	gency or ITO agrees th Children's Bureau, fo	at expenditures wer	e made in acco ding September	rdance with the Child and 30, 2007
Signifure and Title of State Tribal Agency Official	Date	Signature and T	Signature and Title of Central Office Official	e Official	Date
Director 1F5 Dirision	6/88/9				
	<u> </u>				

S. <u>ASSURANCES AND CERTIFICATIONS</u>

Please refer to pages 112-121 for the following:

- □ Title IV-B, subpart 1 Assurances
- Title IV-B, subpart 2 Assurances
- Child Abuse and Neglect Prevention and Treatment State Plan Assurances
- Title IV-E, Section 477 Certifications

Title IV-B, subpart 1 Assurances

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B, subpart 1, sections 422(b)(8), 422(b)(10), and 422 (b)(14) of the Social Security Act (Act). These assurances will remain in effect during the period of the current five-year Child and Family Services Plan (CFSP).

- 1. The State/Tribe assures that it is operating, to the satisfaction of the Secretary:
 - a. A statewide information system from which can be readily determined the status, demographic characteristics, location, and goals for the placement of every child who is (or, within the immediately preceding 12 months, has been) in foster care;
 - b. A case review system (as defined in section 475(5) of the Act) for each child receiving foster care under the supervision of the State/Tribe;
 - c. A service program designed to help children:
 - i. Where safe and appropriate, return to families from which they have been removed; or
 - ii. Be placed for adoption, with a legal guardian, or, if adoption or legal guardianship is determined not to be appropriate for a child, in some other planned, permanent living arrangement which may include a residential educational program; and
 - d. A preplacement preventative services program designed to help children at risk of foster care placement remain safely with their families.
- 2. The State/Tribe assures that it has in effect policies and administrative and judicial procedures for children abandoned at or shortly after birth (including policies and procedures providing for legal representation of the children) which enable permanent decisions to be made expeditiously with respect to the placement of the children.
- 3. The State/Tribe assures that it shall make effective use of cross-jurisdictional resources (including through contracts for the purchase of services), and shall eliminate legal barriers, to facilitate timely adoptive or permanent placements for waiting children.
- 4. The State/Tribe assures that not more than 10 percent of the expenditures of the State/Tribe with respect to activities funded from amounts provided under this subpart will be for administrative costs.
- 5. The State/Tribe assures that it will participate in any evaluations the Secretary of HHS may require.

6. The State/Tribe assures that it shall administer the Child and Family Services Plan in accordance with methods determined by the Secretary to be proper and efficient.

Effective Date and Official Signature
I hereby certify that the State/Tribe complies with the requirements of the above assurances.
Certified by: Photos Mullhouser
Title: Director, CFS
Agency: ND Dept. of Human Services
Dated: 6/30/09
Reviewed by:
(ACF Regional Representative)
Dated:

Title IV-B, subpart 2 Assurances

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B, subpart 2, sections 432(a)(2)(C), 432(a)(4), 432 (a)(5), 432(a)(7) and 432(a)(9) of the Social Security Act (Act). These assurances will remain in effect during the period of the current five-year CFSP.

- 1. The State/Tribe assures that after the end of each of the 1st 4 fiscal years covered by a set of goals, it will perform an interim review of progress toward accomplishment of the goals, and on the basis of the interim review will revise the statement of goals in the plan, if necessary, to reflect changed circumstances.
- 2. The State/Tribe assures that after the end of the last fiscal year covered by a set of goals, it will perform a final review of progress toward accomplishments of the goals, and on the basis of the final review:
 - a. Will prepare, transmit to the Secretary, and make available to the public a final report on progress toward accomplishment of the goals; and
 - b. Will develop (in consultation with the entities required to be consulted pursuant to subsection 432(b)) and add to the plan a statement of the goals intended to be accomplished by the end of the 5th succeeding fiscal year.
- 3. The State/Tribe assures that it will annually prepare, furnish to the Secretary, and make available to the public a description (including separate descriptions with respect to family preservation services, community-based family support services, time-limited family reunification services, and adoption promotion and support services) of:
 - a. The service programs to be made available under the plan in the immediately succeeding fiscal year;
 - b. The populations which the programs will serve; and
 - c. The geographic areas in the State/Tribe in which the services will be available.
- 4. The State/Tribe assures that it will perform the annual activities in the 432(a)(5)(A) in the first fiscal year under the plan, at the time the State/Tribe submits its initial plan, and in each succeeding fiscal year, by the end of the third quarter of the immediately preceding fiscal year.
- 5. The State/Tribe assures that Federal funds provided under subpart 2 will not be used to supplant Federal or non-Federal funds for existing services and activities which promote the purposes of subpart 2.
- 6. The State/Tribe will furnish reports to the Secretary, at such times, in such format, and containing such information as the Secretary may require, that demonstrate the State's/Tribe's compliance with the prohibition contained in 432(a)(7)(A) of the Act.

- 7. The State/Tribe assures that in administering and conducting service programs under the subpart 2 plan, the safety of the children to be served shall be of paramount concern.
- 8. The State/Tribe assures that it will participate in any evaluations the Secretary of HHS may require.
- 9. The State/Tribe assures that it shall administer the Child and Family Services Plan in accordance with methods determined by the Secretary to be proper and efficient.

STATE ONLY:

10. The State assures that not more than 10 percent of expenditures under the plan for any fiscal year with respect to which the State is eligible for payment under section 434 of the Act for the fiscal year shall be for administrative costs, and that the remaining expenditures shall be for programs of family preservation services, community based support services, time limited family reunification services, and adoption promotion and support services, with significant portions of such expenditures for each such program.

Effective Date and Official Signature

I hereby certify that the State/Tribe complies with the requirements of the above assurances.

Certified by: Mullhzuser

Title: Director, CFS

Agency: NO Dept. of Human Services

Dated: 6/30/09

Reviewed by: (ACF Regional Representative)

Child Abuse and Neglect Prevention and Treatment State Plan Assurances

State Chief Executive Officer's Assurance Statement for The Child Abuse and Neglect State Plan

As Chief Executive Officer of the State of **noth Dakota**, I certify that the State has in effect and is enforcing a State law, or has in effect and is operating a Statewide program, relating to child abuse and neglect which includes:

- 1. provisions or procedures for reporting known or suspected instances of child abuse and neglect (section 106(b)(2)(A)(i) of the Child Abuse Prevention and Treatment Act (CAPTA), as amended);
- 2. policies and procedures (including appropriate referrals to child protection service systems and for other appropriate services) to address the needs of infants born and identified as affected by illegal substance abuse or withdrawal symptoms resulting from prenatal drug exposure, including a requirement that health care providers involved in the delivery or care of such infants notify the child protective services system of the occurrence of such condition in such infants (section 106(b)(2)(A)(ii)of CAPTA):
- the development of a plan of safe care for the infant born and identified as being affected by illegal substance abuse or withdrawal symptoms (section 106(b)(2)(A)(iii) of CAPTA);
- 4. procedures for the immediate screening, risk and safety assessment, and prompt investigation of such reports (section 106(b)(2)(A)(iv) of CAPTA);
- 5. triage procedures for the appropriate referral of a child not at risk of imminent harm to a community organization or voluntary preventive service (section 106(b)(2)(A)(v) of CAPTA);
- 6. procedures for immediate steps to be taken to ensure and protect the safety of the abused or neglected child, and of any other child under the same care who may also be in danger of abuse or neglect; and ensuring their placement in a safe environment (section 106(b)(2)(A)(vi) of CAPTA);
- provisions for immunity from prosecution under State and local laws and regulations for individuals making good faith reports of suspected or known instances of child abuse or neglect (section 106(b)(2)(A)(vii) of CAPTA);
- 8. methods to preserve the confidentiality of all records in order to protect the rights of the child and of the child's parents or guardians, including requirements ensuring that reports and records made and maintained pursuant to the purposes of CAPTA shall only be made available to-
 - a. individuals who are the subject of the report;
 - b. Federal, State, or local government entities, or any agent of such entities, as described in number 9 below;
 - c. child abuse citizen review panels;
 - d. child fatality review panels;
 - e. a grand jury or court, upon a finding that information in the record is necessary for the determination of an issue before the court or grand jury; and

- f. other entities or classes of individuals statutorily authorized by the State to receive such information pursuant to a legitimate State purpose (section 106(b)(2)(A)(viii) of CAPTA);
- provisions to require a State to disclose confidential information to any Federal, State, or local government entity, or any agent of such entity, that has a need for such information in order to carry out its responsibility under law to protect children from abuse and neglect (section 106(b)(2)(A)(ix) of CAPTA);
- 10. provisions which allow for public disclosure of the findings or information about the case of child abuse or neglect which has resulted in a child fatality or near fatality (section 106(b)(2)(A)(x) of CAPTA);
- 11. the cooperation of State law enforcement officials, court of competent jurisdiction, and appropriate State agencies providing human services in the investigation, assessment, prosecution, and treatment of child abuse or neglect (section 106(b)(2)(A)(xi) of CAPTA);
- 12. provisions requiring, and procedures in place that facilitate the prompt expungement of any records that are accessible to the general public or are used for purposes of employment or other background checks in cases determined to be unsubstantiated or false, except that nothing in this section shall prevent State child protective services agencies from keeping information on unsubstantiated reports in their casework files to assist in future risk and safety assessment (section 106(b)(2)(A)(xii) of CAPTA);
- 13. provisions and procedures requiring that in every case involving an abused or neglected child which results in a judicial proceeding, a guardian ad litem, who has received training appropriate to the role, and who may be an attorney or a court appointed special advocate who has received training appropriate to that role (or both), shall be appointed to represent the child in such proceedings
 - a. to obtain firsthand, a clear understanding of the situation and needs of the child;
 - b. to make recommendations to the court concerning the best interests of the child (section 106(b)(2)(A)(xiii) of CAPTA);
- 14. the establishment of citizen review panels in accordance with subsection 106(c) (section 106(b)(2)(A)(xiv) of CAPTA);
- 15. provisions, procedures, and mechanisms
 - a. for the expedited termination of parental rights in the case of any infant determined to be abandoned under State law; and
 - b. by which individuals who disagree with an official finding of abuse or neglect can appeal such finding (section 106(b)(2)(A)(xv) of CAPTA);
- 16. provisions, procedures, and mechanisms that assure that the State does not require reunification of a surviving child with a parent who has been found by a court of competent jurisdiction--
 - a. to have committed a murder (which would have been an offense under section 1111(a) of title 18, United States Code, if the offense had occurred in the special maritime or territorial jurisdiction of the United States) of another child of such parent;
 - b. to have committed voluntary manslaughter (which would have been an offense under section 1112(a) of title 18, United States Code, if the offense had occurred

- in the special maritime or territorial jurisdiction of the Unites States) of another child of such parent;
- c. to have aided or abetted, attempted, conspired, or solicited to commit such murder or voluntary manslaughter; or
- d. to have committed a felony assault that results in the serious bodily injury to the surviving child or another child of such parent (section 106(b)(2)(A)(xvi) of CAPTA);
- 17. provisions that assure that, upon the implementation by the State of the provisions, procedures, and mechanisms under number 16 above, conviction of any one of the felonies listed in number 16 above constitute grounds under State law for the termination of parental rights of the convicted parent as to the surviving children (section 106(b)(2)(A)(xvii) of CAPTA);
- 18. provisions and procedures to require that a representative of the child protective services agency shall, at the initial time of contact with the individual subject to a child abuse and neglect investigation, advise the individual of the complaints or allegations made against the individual, in a manner that is consistent with laws protecting the rights of the reporter (section 106(b)(2)(A)(xviii) of CAPTA);
- 19. provisions addressing the training of representatives of the child protective services system regarding the legal duties of the representatives, which may consist of various methods of informing such representatives of such duties, in order to protect the legal rights and safety of children and families from the initial time of contact during investigation through treatment (section 106(b)(2)(A)(xix) of CAPTA);
- 20. provisions and procedures for improving the training, retention and supervision of caseworkers (section 106(b)(2)(A)(xx) of CAPTA);
- 21. provisions and procedures for referral of a child under the age of 3 who is involved in a substantiated case of child abuse or neglect to early intervention services funded under part C of the Individuals with Disabilities Education Act (section 106(b)(2)(A))(xxi) of CAPTA);
- 22. provisions and procedures for requiring criminal background checks for prospective foster and adoptive parents and other adult relatives and non-relatives residing in the household (section 106(b)(2)(A)(xxii) of CAPTA);
- 23. procedures for responding to the reporting of medical neglect (including instances of withholding of medically indicated treatment from disabled infants with life-threatening conditions), procedures or programs, or both (within the State child protective services system), to provide for-
 - a. coordination and consultation with individuals designated by and within appropriate health care facilities;
 - b. prompt notification by individuals designated by and within appropriate healthcare facilities of cases of suspected medical neglect (including instances of withholding of medically indicated treatment from disabled infants with lifethreatening conditions); and
 - c. authority, under State law, for the State child protective services system to pursue any legal remedies, including the authority to initiate legal proceedings in a court of competent jurisdiction, as may be necessary to prevent the withholding of medically indicated treatment from disabled infants with life-threatening conditions (section 106(b)(2)(B) of CAPTA);

- 24. an assurance that the programs or projects relating to child abuse and neglect carried out under part B of title IV of the Social Security Act comply with the requirements in 106(b)(1) and (2) of CAPTA; and
- 25. authority under State law to permit the child protective services system of the State to pursue any legal remedies, including the authority to initiate legal proceedings in a court of competent jurisdiction, to provide medical care or treatment for a child when such care or treatment is necessary to prevent or remedy serious harm to the child, or to prevent the withholding of medically indicated treatments from disabled infants with life-threatening conditions (section 113 of CAPTA).

Signature of Chief Ex	ecutive Officer:	
John	House	
Date: June	24, 2009	
Reviewed by:		
	(ACF Regional Representative)	
Dated:		

Title IV-E, Section 477 Certifications

Certifications for the Chafec Foster Care Independence Program

As Chief Executive Officer/Tribal Leader of the State/Tribe of North Dallot, I certify that the State/Tribe has in effect and is operating a Statewide or areawide program pursuant to section 477(b) or (j)(2) relating to the Foster Care Independence Program and that the following provisions to effectively implement the Chafee Foster Care Independence Program are in place:

- 1. The State/Tribe will provide assistance and services to youth who have left foster care because they have attained 18 years of age, and have not attained 21 years of age [Section 477(b)(3)(A)];
- 2. Not more than 30 percent of the amounts paid to the State/Tribe from its allotment for a fiscal year will be expended for room and board for youth who have left foster care because they have attained 18 years of age, and have not attained 21 years of age [Section 477(b)(3)(B)];
- 3. None of the amounts paid to the State/Tribe from its allotment will be expended for room or board for any child who has not attained 18 years of age [Section 477(b)(3)(C)];
- 4. The State/Tribe has consulted widely with public and private organizations in developing the plan and has given all interested members of the public at least 30 days to submit comments on the plan [Section 477(b)(3)(E)];
- 5. The State/Tribe will make every effort to coordinate the State/Tribal programs receiving funds provided from an allotment made to the State/Tribe with other Federal, State and Tribal programs for youth (especially transitional living youth projects funded under part B of title III of the Juvenile Justice and Delinquency Prevention Act of 1974); abstinence education programs, local housing programs, programs for disabled youth (especially sheltered workshops), and school-to-work programs offered by high schools or local workforce agencies [Section 477(b)(3)(F)];
- 6. Adolescents participating in the program under this section will participate directly in designing their own program activities that prepare them for independent living and the adolescents will be required to accept personal responsibility for living up to their part of the program [Section 477(b)(3)(H)]; and
- 7. The State/Tribe has established and will enforce standards and procedures to prevent fraud and abuse in the programs carried out under the plan [Section 477(b)(3)(I)].

STATE ONLY:

8. The State will use training funds provided under the program of Federal payments for foster care and adoption assistance to provide training to help foster parents, adoptive parents, workers in group homes, and case managers understand and address the issues confronting adolescents preparing for independent living, and will, to the extent possible, coordinate such training with the independent living program conducted for adolescents [Section 477(b)(3)(D)];

9. The State has consulted each Tribe in the State about the programs to be carried out under the plan; there have been efforts to coordinate the programs with such Tribes; and benefits and services under the programs will be made available to Indian youth in the State/Tribe on the same basis as to other youth in the State; and that the State negotiates in good faith with any Indian tribe, tribal organization, or tribal consortium in the State that does not receive an allotment under 477(j)(4) for a fiscal year and that requests to develop an agreement with the State to administer, supervise, or oversee the programs to be carried out under the plan with respect to the Indian children who are eligible for such programs and who are under the authority of the tribe, organization, or consortium and to receive from the State an appropriated portion of the State allotment for the cost of such administration, supervision or oversight [Section 477(b)(3)(G)];

Signature of Chief Executive Officer or Tribal Leader

6/23/09

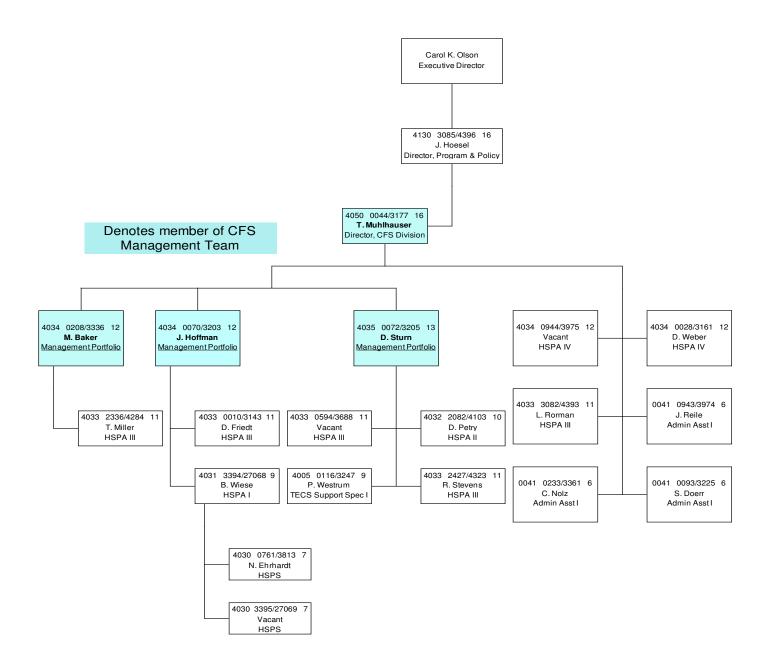
Date

T. ATTACHMENTS

- **ATTACHMENT A:** CFS Division Organizational Chart (page 123)
- **ATTACHMENT B:** FGDM Annual Report (pages 124-132)
- **ATTACHMENT C:** Annual Citizen Review Committee Report (pages 133-135)
- **ATTACHMENT D:** Disaster Plan (pages 136-144)
- **ATTACHMENT E:** UND CFSTC Training Plan (pages 145-152)
- **ATTACHMENT F:** InfoLink Sample (page 153)
- **ATTACHMENT G:** MPCWIC Grant Summary (page 154)
- **ATTACHMENT H:** Comprehensive IL Program Flow Chart (page 155)
- **ATTACHMENT I:** CFSR Case Rating Summary (pages 156-157)

ATTACHMENT A

North Dakota Department of Human Services Children & Family Services Division



ATTACHMENT B



1. Please briefly outline your original goals and objectives, as stated in your proposal.

Original Goals and Objectives from 2005 Proposal:

<u>Goal #1:</u> Develop and implement the Family Group Decision Making model of service in North Dakota serving 240 children.

Objectives

- A. To keep children in safe, nurturing family/kinship homes.
- B. With successful implementation of FGDM in North Dakota, individuals, families, and the organizations who serve them would look to FGDM as an intervention for children at risk of placement outside the home.

Goals and objectives from 18 month extension 2007:

Goal #2: Promote the placement of children within the family system.

Objectives

- A. Continue to increase the number of kids who will live in family/relative care, measured in Outcome Questionnaire (attached).
- B. Increase number of follow-up conferences, measured on monthly reporting forms.

Goal #3: Build family connections.

Objectives

- A. Continue to ensure more family members are participating in conferences than professionals, measured on Intake Closure form (attached).
- B. Outline specific strategies for building family connections in 70% of family plans, as measured on Intake Closure form (attached).

<u>Goal #4:</u> Generate enough momentum with FGDM to convince the 2009 ND Legislature to step up with full support.

Objectives

A. Continue outreach to all areas of state (see Implementation Plan, page 15).

- B. Gather outcome data to support viability—FGDM data is recorded on the Intake Closure form and the Outcome Questionnaire. The data shows six month and two year post-conference results. An outside evaluator will review the information biannually and prepare qualified reports (see Evaluation section, page 17).
- 2. What progress have you made toward your original goals and objectives? What activities led to meeting these goals and objectives?

Progress

Goal #1 <u>Develop and implement the FGDM model of service in ND serving 240 children.</u>

To date (February 2009), 331 children have been served and 249 family conferences held.

Region	Referrals	Unable to meet Referral Criteria	Conferences Completed	Follow-up Conferences Completed
Williston	4	2	2	1
Minot	50	16	26	13
Badlands	12	1	2	1
Devils Lake	87	25	48	24
Grand Forks	55	22	39	11
Bismarck	63	21	34	24
Jamestown	12	4	5	2
Fargo	123	15	93	64
TOTAL	406	106	249	140

Table I: Conferences and Follow-up Conferences

	Number of Conferences	Number of Follow-up Conferences	Percentage of Conferences that had a Follow-up Conference
2006	60	16	27%
2007	93	48	52%
2008	96	76	79%

The number of conferences held has increased each year of the project. There have been 140 follow-up conferences.

Goal #2: Promote the placement of children within the family system. (Includes information for goal #1, objective A. To keep children in safe, nurturing family/kinship homes.)

The following chart shows the living situations of the children at the time of referral, at the time of the family conference, and six months post-conference. At the time of the initial conference, 61.9% of children were living with either parents or relatives. The family plan developed at the conference shows that in 84.5% of the cases participants planned for the children to live with parents or relatives. At six months

post conference, 83.6% of the respondents indicated that children were living either with parents or with relatives.

Table 2 Child Living Situation

Initially		Family Plan	at Conference	Post Confere	ence
With parents	41.6%	With Parents	61.8%	With parents	57.9%
Relative	20.3%	Relative	22.7%	Relative	25.7%
Foster Care	29.8%	Foster Care	12.3%	Foster Care	8.8%
Residential	4.5%	Residential	0.6%	Residential	0%
Group Home	2.2%	Group Home	0%	Group Home	2.9%
Other	1.6%	Other	2.6%	Other	4.7%

Objective B. With successful implementation of FGDM in North Dakota, individuals, families, and the organizations who serve them would look to FGDM as an intervention for children at risk of placement outside the home.

Referrals primarily come through county social services (70%). Referral sources also include mental health agencies, juvenile court, human service centers, self referrals, and others.

Risk Factors

Children referred to FGDM face a variety of risk factors which often result in out of home placement. 69.5% of the children referred had a child protection report that either required or recommended services in the past year. The risk factors indicated by referral workers shown below, are in line with data from The Village's Intensive Inhome program. Child abuse/neglect, substance abuse, and parent/child conflict are top risk factors.

Chi	ld	Ris	k F	ac	tor	S
	·	1113		au	w	•

Risk Factor at Referral	Percentage	Risk Factor at Referral	Percentage
Child abuse/neglect	43.9	Physical/developmental disability	15.2
Parent-child conflict/family	39.6	Rules violations/status	11.9
discord		offense/delinquency	
Substance abuse	33.9	Law violations	11.9
Prior placement history	22.9	Joblessness/financial/housing	5.6
Severe mental health	14.9		

Child Well-being

While the children involved with FGDM face serious risk factors, it is encouraging that most children seem to have continued getting their basic needs met both at intake and post-conference.

	At Ir	ntake	6 Months Pos	st Conference
	Yes	No	Yes	No
Receiving appropriate medical care?	96.5%	3.5%	95.9%	4.1%
Receiving appropriate mental health	89.9%	10.1%	92.4%	7.6%
care?				
Receiving appropriate eye care?	96.9%	3.1%	99%	1%
Receiving appropriate dental care?	94.7%	5.3%	100%	0%
Progressing in school satisfactorily?	84.5%	15.5%	87.3%	12.7%

115 responses six month follow-up.

<u>Objective C</u>. Increase number of follow-up conferences, measured on monthly reporting forms.

Follow-up conferences increased from 27% in 2006 to 79% in 2008. See Table I.

Goal #3: Build family connections.

1,487 FGDM participants surveyed in 2008-2009 responded to the question: I have a more connected relationship with the family members after the conference with them. Responses from family and non-family participants are as follows:

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	2	3	4	5	_
3.50	3.23	17.42	22.53	46.87	6.46

According to our participant surveys, **69.4**% of the respondents had a more connected relationship with family members after the conference. Increasing family connectedness and increasing placement of children with parents and relatives have been important outcomes. Increased family connections can also be seen through our data regarding the living situations of children.

Objective A. Continue to ensure more family members are participating in conferences than professionals, measured on Intake Closure form (attached).

Of the 1487 conference participants surveyed in 2007 and 2008, 854 reported to be family and/or informal supports, while 246 reported to be service providers. Remaining responses reported to be: caretakers, other or no response.

Conference Participants

Participants at FGDM conferences include parents, children, family members, service providers, and family friends. FGDM staff continues to put significant effort into contacting family members and encouraging them to participate.

It is critically important to have parents participate in the conference. Our data shows that 94.8% of the time, one or both parents participated. In 50.8% of the cases, **both** parents were present at the conference.

Increased father and paternal family involvement is an important outcome of FGDM. Child Welfare Services on the national level are making active efforts to include fathers in decisions regarding their children as a result of poor father involvement in the recent past.

The Village continues to work towards having as many relatives as possible participate in FGDM conferences. Currently, the average number of relatives that participate at each conference is 3.9. We find it encouraging that in 90.2% of the conferences at least one relative was present in addition to a parent.

Relative Participation

Number of Adult Relatives	Percentage
0	9.8
1-5	63.7
6-9	20.7
10 or more	5.8

While parents and adult relatives often make up the majority of participants at a family conference, children are encouraged to participate at an age-appropriate level. This could include participation through letter, interview, or in person. Children have participated in 62.5% of the conferences. The Village continues to establish guidelines for child participation at conferences.

Service providers participate in and come prepared to the conferences. In 95.7% of the conferences, at least one service provider attended. The average number of service providers per conference is 2.58. The family conference seems to strengthen the relationship between service providers and family members. According to our satisfaction surveys, **73.39**% of the participants felt they had a more connected relationship with service providers after the conference.

Family Conferences

We believe it is important to maintain a high level of family participation at the conferences. This is reflected by the amount of preparation work that is needed. On average, a facilitator spends about 28 hours preparing for a conference. One factor that influences the amount of preparation time is the degree of conflict management and negotiation that takes place prior to a conference. There is often conflict regarding family issues, dynamics, and the purpose of the conference.

FGDM Conferencing Time Expenditure

	Facilitator-Average time per conference	Case Aide –Average time per conference	Total Hours
Prep & Planning	27.88	8.99	36.87
Actual Conference	4.3	4.15	8.45
Post-conference Activities	2.84	3.5	6.34
Total Time Expenditure 51.66			51.66

A unique aspect of this program is that the meetings are not time-limited. Participants are able to take as much time as they need to develop a plan for their family.

Conference Length

Range of Conference Time	Percentage	
1-3.5 hours	44.4	
4-6.5 hours	45.8	
7 or more hours	10	

Average Conference Length- 4.4 hours

<u>Objective B</u>. Outline specific strategies for building family connections in 70% of family plans, as measured on Intake Closure form (Attachment A).

Our project is a strong indicator that family and extended family coming together for an action planning meeting is an effective strategy to build family connections. They have had success at developing family plans even in difficult situations. From 2006- February 2009 family plans have been developed at 97.2% of the total family conferences. Most all family plans include tasks for family and extended family members. The tasks developed by families are as unique as each family.

Another indicator of family connections as reported on the Intake Closure form is that 61.9% of children were living with either parents or relatives at the initial family conference. The plan developed at the conference in 84.5% of the cases participants planned for the children to live with parents or relatives.

Goal #4: Generate enough momentum with FGDM to convince the 2009 ND Legislature to step up with full support.

Objective A. Continue outreach to all areas of the state.

Community outreach and marketing has continued across the state of North Dakota by FGDM staff and regional supervisors and directors. The vast majority of proposed activities included in the implementation plan from the previous report have been completed. It is evident that community outreach will be ongoing in order to continue educating individuals and agencies about FGDM. Participating agency staff turnover seems to warrant repeated return visits. Concentrate effort has been made to collaborate with DHS staff and county social services staff since they work with a majority of at risk children and families. FGDM staff continues to receive and accept invitations to give presentations at conferences in North Dakota. Staff is scheduled to tape a United Way cable TV program on FGDM in Bismarck April 14, 2009.

Village staff has made repeated contact with local legislators in person and in writing. Many testimonials were given at the 2009 state legislative session by Village leadership and staff in addition to a grandparent who was a participant at a family conference. A pamphlet was created to share with legislators. The pamphlet included stories from families who participated in FGDM. See Attachments B and C for the family stories.

Prior to the 2009 legislative session key legislators were invited and did attend some regional FGDM focus team meetings in order to learn more about FGDM. This seemed to be a valuable strategy to educate and elicit support from the legislators. The original five focus teams have continued to meet on a quarterly basis across the state. A newly formed focus team in Rolla/Turtle Mountain recently had a very successful and productive first meeting. Additionally a focus team is being developed in the Badlands region in Dickinson. The purpose of the teams is to discuss program development and implementation, evaluate program effectiveness, and explore options for sustainability. Focus team members include service providers, community members, family members, FGDM staff and Village regional supervisors/directors.

Objective B. Gather outcome data to support viability—FGDM data is recorded on the Intake Closure form and the Outcome Questionnaire. The data shows six month and

two year post-conference results. An outside evaluator will review the information biannually and prepare qualified reports.

The Village Family Service Center's comprehensive Quality Assurance Program ensures that the delivery of services throughout the system is of the highest possible caliber. The program has received accolades from the Council on Accreditation (COA). It includes every employee of The Village on at least one Quality Assurance team, with information shared at every level of the system, including the Board of Directors.

Four different sources are used to gather FGDM data: monthly reporting forms, Intake Closure Form, Outcome Data Questionnaire and Participant Survey. The Intake Closure Form is completed by the case aide or facilitator after the conference. The Outcome Data Questionnaire is completed by the case aide or facilitator at intake, six months following the conference and after two years. The information is gathered by the case aide or facilitator from the referral worker and the parent/guardian.

All participants at each family conference fill out a Participant Survey and results are tallied by The Village's Quality Assurance personnel. The monthly reporting is completed by regional case aides and includes the number of referrals, conferences and follow-up conferences.

Data is collected to measure outcomes for Family Group Decision Making in relation to child safety, family connections, permanency and child well-being. Outcome data has been difficult to track in part due to the transient nature of some families and research staff turnover. Initially, The Village tracked 137 variables involved with the FGDM project. This was not only cumbersome, but also generated some data that was not very useful.

Laurie Dahley from Concordia College in Moorhead, Minnesota, was hired as a FGDM program evaluator. A consultation report was written on April 20, 2008. Feedback was offered in the areas of program adequacy, outcome evaluation, cost effectiveness and general program feedback. The information received was not beneficial in that project outcomes were not examined. Outcome measures must be pursued in order to access future funding.

3. If applicable, describe the population served or community reached during the grant period. Use numbers and demographics such as race/ethnicity, gender or geographic location.

Demographics

Family Group Decision Making is available in urban regional centers, rural counties, and Native American Indian reservations throughout North Dakota.

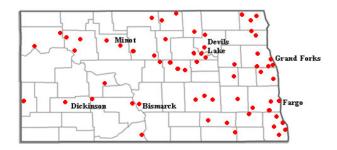
48.5% of the children resided in the state's regional cities, 51.5% of the children lived in rural cities and towns. Many of the families served are living in poverty. 57.03% of

families served had a combined household income of under \$30,000, with 38.15% having an income of less than \$15,000. Data gathered from the two years of FGDM in North Dakota shows that 53.5% of the children served are female and 46.5% are male. The average age is just under 10 years old. We are pleased that all ages of children are being served.

Child Age Range

Age of Child	Percentage
0-5	25.5%
6-10	25%
11-15	35.6%
16-18	13.9%

This map indicates the hometowns of the 331 children served to-date through FGDM in North Dakota.



The race of the children served: Caucasian 58.4%, Native American 24.5%, Multiracial 11.5%, Hispanic 2%, and Other 3.6%. 41.6 % of the children served have been from minority populations. The FGDM process is a good fit for minority cultures.

4. Were there any unanticipated results, either positive or negative? What did you learn because of this grant?

We have been reminded how difficult it is for systemic change to occur. It is challenging to implement a family empowerment project in the social services system. Many verbalizations are in support of family driven processes and yet behavior doesn't seem to follow. It has been evident that families have difficulty negotiating multiple human services systems when struggling with at-risk children in their home. Including extended family supports during information sharing time at the conference can be informative for all participants. Families seem to appreciate the family private planning time to work on solutions when their child is at risk.

Another unanticipated result was the challenges partnering with the tribes in North Dakota. We have asked tribal members to attend regional focus team with only minimal success. Many tribal workers from several regions have been contacted to participate in a family conference. Unfortunately the responses have again been minimal. The Native American Training Institute partnered with us to provide FGDM orientation training on all four North Dakota reservations and then have one facilitator training for those interested. We were able to provide three of the orientation trainings with no response from the fourth. There were so few participants that it was decided not to proceed with a facilitator training. Village FGDM staff presented at the North Dakota Indian Child Welfare Act

conference in 2007, 2008 and 2009. The presentations all seemed well received at those conferences.

The Village worked closely with DHS throughout this project. We have seen several changes in the administration at DHS and those who had partnered with us are no longer present. The Village staff continue to build relationships with the new DHS staff.

Staffing the FGDM program has been challenging, in that there is no college curriculum for FGDM facilitators. It is such a new model of service delivery. Facilitator skill development is greatly an on the job training event which takes time. Even though more and more applicants know about FGDM, the education and experience is not present. While we certainly hope for referrals to continue on a consistent basis, serving them from another region of the state can be difficult during staff turnover. Hiring the right applicant to fit the job has not always worked, thus staff turnover can be created.

5. Will you make any changes based on these results?

We will continue to promote, develop, and evolve the program going forward. We have been continuously reviewing our research. We struggle to make sense out of all of our data and are looking into a research assistant.

6. What are your future plans for sustaining this program or project? (For program/project grants only.)

We are doing extensive grant searches and will be applying for a newly released federal grant. We are looking at working with local colleges in expanding FGDM into the elderly population.

7. Are there any other important outcomes as a result of this grant?

We are seeing systemic change within the child welfare system. The involvement of Community Focus Teams has been vital to the systemic change process and for problem-solving community issues. FGDM facilitators have embraced FGDM as a family empowerment and professional philosophy. FGDM is a program that can help reduce the number of children going into out of home placements. We have seen that family members will become resources when out of home placement is needed. We have also seen that our model is adaptable to other age populations/systems. FGDM could be applied to any human condition where decision making is needed.

8. Do you have any plans to share your results or findings? How?

We will share our findings with our focus teams, DHS, future grant sources, and other interested parties through our data, brochures, and discussions.

ATTACHMENT C

ND Citizen Review Committee



Annual Report

2008-2009

The ND Citizen Review Committee (CRC) met twice during the past year (two additional meeting were scheduled and cancelled; one because of weather, one because of schedule demands).

Three major initiatives emerged this year in our work together:

- continuing our work on a plan addressing the issue of prenatal substance abuse issues by seeking multi-disciplinary collaborative with our drug/alcohol and legal partners;
- refine and develop policy for the process of case and policy reviews
- revitalizing the membership for the CRC

CHALLENGES FOR THE NEXT YEAR:

- 1). Capacity Building and group development
- 2). Continuing to refine our work on Case Reviews
- 3). Review of membership for alignment and representation

In the next year, we will be focusing on building capacity in the group, continuing to focus on developing relationships and trust in the group and the process as a CRC. There is a continuing need to focus on group mission and relationship building across the room, bringing the CPS expertise and citizen-related expertise together and finding a place for these to co-exist in the work together (building mutual respect). To do this, we are moving forward on several "tasks". The first is building a collaborative relationship with other partners to better address our response, and issues in responding to prenatal substance abuse issues. In addition, the group will continue to review cases and discuss how to disseminate "lessons learned" from the discussions.

There are a number of members who accepted the initial appointment at the formation of the CRC and have not participated in the work of the group. The remaining group members identified that the group membership composition included an over-representation of child protection services professionals. Therefore, review will occur to address this and other issues in the current membership to address alignment, geographical and disciplinary representation and assurance of the full citizen voice on the CRC.

State response:

A sub-committee of the CRC will collaborate to address the issue of systems responses to prenatal substance abuse by seeking multi-disciplinary collaborative work group with our drug/alcohol and legal partners.

When CRC membership has been addressed, the revitalized group will develop a protocol the CRC will use to select cases, policies and practices for review.

The Child Protection Services Task Force, which forms the base membership for the CRC, has devised a process and plan to contact CRC members in their respective regions of the state in order to confirm a commitment to continued CRC membership. Whenever a standing member expresses a desire not to continue their membership, the CPS Task Force members will recruit additional members to replace those who forfeit their membership. The recruitment efforts will thus maintain geographical diversity. Task Force members agreed to include delegate representatives from the task Force on the Citizen Review Committee, rather than the full task Force membership. Delegates will include a representative of the state regional office,

a county supervisor and a county social worker. CPS Task force members will also assist in recruitment of members to maintain diversity in professional expertise and to include consumer parent membership.

Citizen Review Committee Members - 6/09

RHONDA ALLERY

Ramsey Co. SSB 524 4th Ave NE #19 Devils Lake ND 58301-2400 Phone: 662-7050

Fax: 662-7095 36allr@nd.gov

MARLYS BAKER

State Capital-Judicial Wing 600 E Boulevard Dept. 325 Bismarck ND 58505 Phone: 328-1853 Fax: 328-3538 sobakm@nd.gov

RON BEDARD

Southeast HSC 2624 9th Ave SW Fargo ND 58103-2350 Phone: 298-4423 Fax: 298-4400 <u>85bedr@nd.gov</u>

KAREN BERCIER

Mercy Medical Center 1301 15th Ave W Williston ND 58801 Phone: 774-7400

karenbercier@catholichealth.net

EM BURKETT

Stutsman Co. SSB 116 1st St E Jamestown ND 58402 – 0809 Phone: 252-7172 Fax: 252-1561 eburkett@nd.gov

TAMI CHREST

Region II Multi County Box 37

Bowbells ND 58721 Phone: 377-3690 Fax: 377-4690 tlc@nccray.com

SUSAN FETSCH-CROCKETT

Cavalier Co. SSB PO Box 630 Langdon ND 58249 Phone: 256-2175 Fax: 256-2179 scrocket@nd.gov

VERONICA FERNOW

West Central HSC 1237 W Divide Ave Ste 5 Bismarck ND 58501-5196 Phone: 328-8898 Fax: 328-8900 87ferv@nd.gov

SHARI FIEDLER

18fies@nd.gov

Grand Forks Co. SSB PO Box 5196 Grand Forks ND 58206-5196 Phone: 787-8560 Fax: 772-1426

L. JOE FRY

270 West 8th
Dickinson, ND 58601
Phone: 225-2961
FryJ@ndsupernet.com

DEL HAGER

UND/CFSTC Box 7090 Grand Forks ND 58202 Phone: 777-3442 Fax: 777-4257

del hager@mail.und.nodak.edu

SHARON HANSEN

Dickinson Public Schools 9228 1st SW Dunn Center, ND 58626 Phone: 456-0020 Fax: 456-0044

dshansen@ndsupernet.com

LINDA HEILMAN

Ward Co. SSB PO Box 2209 Minot ND 58702-2209 Phone: 852-3552 Fax: 857-0756 51heil@nd.gov

CHRIS KASPER

Burleigh Co. SSB 415 E Rosser Ave Suite 113 Bismarck ND 58501-4058 Phone: 222-6622 Fax: 222-6644 08kasc@nd.gov

DEB KELLER

Souris Valley Special Services 1013 27th St. NW Minot ND 58703 Phone: 875-4410 Fax: 857-4413

d.keller@sendit.nodak.edu

WANDA LUER South Central HSC

520 3rd Street NW PO Box 2055 Jamestown, N.D. 58402-2055 **Phone:** (701) 253-6300 **Fax:** (701) 253-6400

86luew@nd.gov

DENNIS MEIER

Lake Region HSC 200 Highway 2 SW Devils Lake ND 58301 Phone: 665-2220 Fax: 665-2300 83meid@nd.gov

GAYLE PENDER-DUKART

Stark Co. SSB 664 12th St W Dickinson ND 58601 Phone: 264-7676 Fax: 264-7315 gpenderd@nd.gov

MELODY PETERSON

Southeast Human Service Center 2624 9th Ave SW Fargo, ND 58103 Phone 298-4447 85petm@nd.gov

PATTI SELE

FATT SELE Grand Forks Co. SSB PO Box 5196 Grand Forks ND 58206-5196 Phone: 787-8540 Fax: 772-1426 18selp@nd.gov

DIANNA SKOLD

Ramsey Co. SSB 524 4th Avenue NE #19 Devils Lake, ND 58301-2400 **Phone:** 662-7050 **Fax:** 662-7050 365kod@nd.gov

RANDY SLAVENS

Northeast HSC 151 S 4th St Suite 01 Grand Forks ND 58201-4735 Phone: 795-3010 Fax: 795-3050 84slar@nd.gov

HOLLY SNELLINGS

Williams Co. SSB PO Box 1569 Williston ND 58802-1569 Phone: 572-4575 Fax: 572-9794 hsnellings@nd.gov

SANDY THOMPSON

West Central Human Services 1237 W Divide Ave Suite #5 Bismarck ND 58501 Phone: 328-8788 Fax: 328-8900 87thos@nd.gov

RICK VANCAMP

Cass Co. SSB
PO Box 2986
Fargo ND 58108-2986
Phone: 241-5761
Fax: 239-6820
vancamp@co.cass.nd.us

LISA WEISZ

Woman's Action & Resource Center P O Box 940 Beulah ND 58523 Phone: 873-2274 Fax: 873-2436 warc@westriv.com

ATTACHMENT D



DISASTER PLAN

(Revised March, 2009)

Background

North Dakota has developed and implemented a Disaster Preparedness Plan to better facilitate services to foster families, foster/adopt families and children under the custody of a North Dakota public agency. Creating a comprehensive and effective plan is of great importance for two reasons. First, North Dakota will be fulfilling federal mandates; second, and most important, it ensures the safety, permanency, and well being of our youth. Natural and home-made disasters come in many forms and may dramatically overwhelm North Dakota's current welfare services service system.

Emergency Preparedness

The North Dakota Plan will include meeting the following criteria:

- 1. Identify, locate and continue availability of service for children under the custody of a North Dakota public agency who are displaced or adversely affected by a disaster.
- 2. Respond to new child welfare cases in areas adversely affected by a disaster.
- 3. Remain in communication with caseworkers and other essential child welfare personnel who are displaced because of the disaster.
- 4. Preserve essential program records, coordinate services, and share information with other states.

Types of Disasters

- 1. Total or partial destruction of the North Dakota State Capitol building.
- 2. A disaster that would impact our outlying facilities or foster homes, such as: floods, tornado's, high winds, power loss, winter and summer storms, to name a few.
- 3. A disaster that would destroy all or some level of the Comprehensive Child Welfare Information and Payment System (CCWIPS).

Disaster Preparedness Guideline

- 1. The identification and location process of children and foster or foster/adopt families who may be displaced.
- 2. Communication protocols for state and local area emergency plans.
- 3. Training for state, regional, and county professionals.

Identification and Location

Children and Family Services (CFS) has established a system for gathering and providing information on foster families and foster/adopt families. Effective January 2, 2009, all foster parents and foster/adopt parents must outline evacuation plans that consider primary and secondary planning. At the time of licensing and relicensing, applicants will disclose their disaster/evacuation plan which is made part of the

'licensing file'. A copy of the plan is then forwarded to CFS where the information is input into the "Q" drive at the North Dakota State Capitol. The "Q" drive is allows access to any State employee, which includes the regional human service centers. Any individual who has access to the "Q" drive can:

- Edit information in the database to ensure accuracy and up-to-date information; and
- 2. Run a query to the database which will readily sort families by
 - a. County
 - b. City
 - c. Name

Foster parents and foster/adopt parents are given an "Emergency North Dakota Foster Care Call In" card at the time of licensure or re-licensure. This card describes who to email or who to call in case of a disaster. The department has established a CFS email address and two designated telephone numbers (one is toll-free) as ways in which to report a disaster. The following message has been placed on the two designated telephone numbers:

You have reached the Children & Family Services Division of the North Dakota Department of Human Services. If you are a foster parent or foster/adoptive parent that has been displaced as a result of a disaster, please leave your telephone number and current address, as well as the name of the foster child or children that are currently with you. We will contact you as soon as possible.

If a disaster has occurred in any region of the state, CFS staff will immediately follow up on all voice messages left or emails received. Depending upon the extent of the disaster, CFS staff is prepared to provide weekend staff coverage.

Group and residential child care facilities are also required to have written plans and procedures for meeting disasters and emergencies. Staff members must be informed of these plans and procedures, as well as youth who are placed in these facilities. Procedures shall be reviewed with youth at admission and every two months thereafter, Fire evacuation drills are also performed on a regular basis.

A special topic of discussion during the 2009 facilities' compliance review will be disaster and emergency plans.

The Comprehensive Child Welfare Information and Payment System (CCWIPS) contains placement information on all children in foster care. This system can be accessed by county, region, and state employees. Although there are limits as to what information counties have access to, regional supervisors can view all cases within their regional responsibility. CFS has access to every case entered into CCWIPS. If the State Capitol is experiencing a disaster, this information is also available to the two CCWIPS Helpdesks which are located in Williston and Minot.

Example:

If the city of Grand Forks, ND (and/or surrounding areas) were to succumb to a flood, the documentation and location of foster families can be accessed by any other regional office, or by the State Office. Information is available as to the foster parent's primary and secondary evacuation plan, including emergency contact information.

Foster or foster/adopt youth placed in the region can be tracked through CCWIPS. A report can be generated through this system which will outline the placement resource for all children within this county and/or region.

Communication:

The CFS director, or designee, will work in tandem with the human service center regional supervisors to develop processes that are specific to each region so as to respond to the disaster utilizing the appropriate services in that particular region/area. Regional and state child welfare offices partner with the following state agencies: Department of Health (utilizing the COOP plan), Department of Agriculture, Department of Public Instruction, Environmental Quality Departments, Department of Justice and the Department of Corrections and Rehabilitation, Disaster and Emergency Services, Military Affairs, Labor and Industry Departments, Department of Commerce, Department of Revenue and Department of Transportation, the Red Cross, Salvation Army, local, state and regional disaster directors, Homeland Security and other private and professional agencies and associations.

No one can predict when and where a disaster may strike. It is even more difficult to plan for every scenario to produce the best possible outcome to get through such tragic events. However, we have a basic flow chart of communication and contacts that may be helpful in the event of a disaster.

- 1. The regional office is the primary connection between the local social service agencies and the state office. Each regional office has a list of foster youth in their region, as well as emergency procedures/evacuation plans for identified service providers in their region. Regional supervisors in the human service center are the direct connection between the state office and local staff in a disaster situation.
 - In the event that the human service center is also affected by the disaster, the neighboring regional human service center has agreed to act as a backup. They will provide available services to foster families and/or foster children who have become displaced.
- The Department of Health will be preparing and sending out press releases regarding the disaster. There is a website available to provide emergency information to foster care providers.
- 3. Child Protection Services will continue to deliver services through the local agency, with backup support from other North Dakota regions or counties. The

established crisis on-call process will remain in place, under the direction of the State Child Protection Administrator.

Training

Training for state, local, and county offices includes training the trainer, training on line and specifying a team/individual to train state, county and local offices in disaster preparedness. Training is ongoing and updated when necessary. All CFS staff has access to the Disaster Plan which is posted on the department's website. This information will also be disseminated at the time of a new hire at CFS. CFS will participate with regional offices in mock drills to better prepare for a disaster.

Records Preservation

Permanent archived adoption records are stored either on microfiche (prior to 1990) or in electronic storage. Electronic records are on the state's server system which is backed up daily and stored off-site. Servers are in a secure location and access is monitored.

State Office Function

CFS will continue to observe all mandates regarding state and federal requirements, including report completion, grant management and information system oversight.

Critical incident stress debriefing will be offered. Should the disaster leave personnel requiring assistance in coping with the tragedy, personnel will be offered counseling.

A strategic plan will be developed should CFS administration determine that staff and essential services from another area needs to be dispatched to the disaster affected region, or if services are being utilized inappropriately.

Disaster Follow-Up

The ability of the stakeholders to carry out the disaster plan will be evaluated, as well as CFS's ability to obtain assistance from designated partners. Utilization of CFS's toll free telephone number and division email address will be reviewed.

Administration will review all information available stemming from the disaster. An assigned team will determine if policies and/or the disaster plan needs to be revised or if new policies need to be written, to adequately address future disasters.

Addenda

- Letter to Foster/Adopt Parents requesting an evacuation plan
- Family Evacuation Disaster Plan
- Emergency Card

TO: Foster/Adopt Parents

FROM: Lutheran Social Services

County Social Services Directors Catholic Charities North Dakota

Tribal Social Services PATH Regional Directors

Because of a change in the federal law, all states must have a comprehensive disaster preparedness plan. We are asking you to complete the attached evacuation plan for your home and return in the enclosed envelope by November 30, 2007.

Each plan should include a first and second choice for evacuation.

Please be specific and include telephone numbers (land lines and cell phone numbers), names and addresses when developing your plan.

Thank you again. We couldn't do this without you.

NORTH DAKOTA

DEPARTMENT OF HUMAN SERVICES

FAMILY EVACUATION DISASTER PLAN

Foster/Adopt Family I	Name:		
Address:			
Phone #:	Cell #:	Email	
	ns my relocation plan in the e Iral disaster or catastrophic ev		leave my home
If I need to evacuate my	home, I would relocate to:		
	WITHIN THE SAME COMMUIntact information – email, etc.)	•	none number, cell
	E, WITHIN THE SAME COMN contact information – email, (•	, phone number,
	E, OUT OF REGION: (nam nformation – email, etc.)	e, address, phone num	iber, cell number,
SECOND CHOIC information – ema	E, OUT OF REGION: (addres ill, etc.)	s, phone number, cell nu	mber, other contact
who the agency can d	or the person with whom I will contact if necessary: (e.g., far ress, phone #, cell phone #, o	mily member or friend, livi	

I understand that there are critical items I am urged to take with me when we evacuate. These may include:

- Agency contact information (e.g. agency emergency contact number)
- My foster child's information (e.g. prescriptions, recent medical reports, physicians name and contact information, immunization history)

I understand that in the event that I must evacuate my home, I am required to report my location to the legal custodian, licensing agent or the North Dakota Department of Human Services. To contact the North Dakota Department of Human Services, I can call 1-800-245-3736 (toll free instate), 701-328-3591, or email my location to dhscfs@nd.gov.

I understand that if any of the information included in this plan changes, I am to update the legal custodian, licensing agent or the North Dakota Department of Human Services within 14 days of the change.

Signature:	
D	
Print Name:	
	11/2007

NORTH DAKOTA FOSTER CARE/ADOPT CALL IN

In the event that you must evacuate your

foster/adopt home, please call or e-mail your

location to

the legal custodian or licensing agency at

or, the

ND DEPARTMENT OF HUMAN SERVICES

1-800-245-3736

CHILDREN AND FAMILY SERVICES

701-328-3541

dhscfs@nd.gov

ATTACHMENT E

THE DEPARTMENT OF HUMAN SERVICES CHILDREN AND FAMILY SERVICES TRAINING CENTER PROPOSED WORK PLAN

July 1, 2009 - June 30, 2010

The work plan expectations of the Children and Family Services Training Center (CFSTC) are:

All CFSTC activity will relate to the Work Plan. Division and/or CFSTC staff will propose amendments to the work plan with final approval by the Management Team. Quarterly reports on the activity related to each item in the work plan are made by the 15th of October, January, April and August.

All the work of every training center staff member paid through the Division funds will be directly related to the work plan.

- A. The CFSTC Director will attend field staff meetings of the Children and Family Services (CFS) Division (otherwise referred to in this Work Plan as "Division").
- B. The CFSTC Director and staff will develop child welfare training connections with other child welfare related state training centers and National Resource Centers.
- C. CFSTC staff will be proactive in recommending to the Division methods, products and materials that will strengthen and improve the training of child welfare staff.
- D. The Division's approval of staff hired at CFSTC will be required. Division staff may take part in the interviews of prospective staff. For the position of the Director of the CFSTC, the Division shall participate in the interviews.
- E. The selection of any trainer to carry out foster care, child welfare certification training, foster teen training, Independent Living training, Wraparound Recertification or any other training under this work plan shall be a joint decision between the Division and CFSTC.
- F. CFSTC staff will record and retain records on child welfare social workers who participate in trainings facilitated or organized through the training center or Division.
- G. The Division (CFS Management Team) will hold a quarterly meeting (in-person or via phone) with CFSTC in October, January, April, and June to update and communicate on the progress of the work plan.

I. CHILD WELFARE CERTIFICATION TRAINING

Two complete sessions of child welfare certification training will be completed in this contract year using the developed curriculum, unless determined otherwise by the Division and CFSTC.

Each session will include no more than 25 participants, giving priority to county child welfare social service social workers and other child welfare workers in the private sector (AASK, PATH). The lodging costs, meal costs and all training costs will be included. The only cost PATH, AASK or counties will be asked to provide is travel to the training site. Reimbursing for any costs to others will be done only with approval from Division Designee.

CFSTC will:

- A. Plan for and review, with Division staff, a process for conducting an evaluation of the child welfare curriculum by a national organization or consultant to be completed by September 30, 2009. A discussion with Katharine Cahn is suggested.
- B. Send copies of the training memos and send a prospective attendees list to the Division Designee prior to confirmation of acceptance to the training.
- C. Evaluate the training and the curriculum through trainee evaluations, ongoing staff meetings, and consultation with Division program administrators. Provide a summary of the evaluations to the Division within 45 days after the final unit of each session. Debrief about the Training Session with the Division Designee upon completion of the evaluation summary.
- D. After each of the two full sessions, provide Division Designee the names of social workers who did not complete the certification program due to attendance issues or incomplete assignments. An update of child welfare certification participants, those that have completed and those that are in the process of completing will be included in the quarterly report.
- E. By January 15, 2009 compile the names of all staff that have completed the certification training with the name of the agency where the staff person was working at the time of the certification. Provide the list to the Division's Designee.
- F. A component on values and expectations will be reintroduced during the first week of child welfare certification. This will include an overview of the model of practice of child welfare service delivery.
- G. An analysis of the child developmental model and its inclusion in the child welfare certification curriculum in Week I, particularly as it relates to child vulnerability, will be completed. Also, information on CPS decision-making will be reviewed and enhanced in the Week I curriculum.
- H. Revise Week IV of the child welfare certification curriculum to strengthen training in the areas of sibling connections, relative search, visits between children and families, information and resources for relative providers, foster parent grief and loss issues during child transitions and caseworker contacts with children in care. While these areas may be emphasized during Week IV of certification, an emphasis on the issues will also be included in all four weeks of training.

- I. Strengthen Week 2 CW Certification training related to Wraparound with emphasis on the involvement of all family members including absent and noncustodial parents.
- J. Integrate FRAME training into the Child Welfare Certification training.
- K. Include in Week IV of Child Welfare Certification a training module on Secondary Trauma. The Training Center will work with David Conrad to deliver the training over the Interactive Video Network.
- L. Review the creation and implementation of a "Children's Mental Health" component in the Child Welfare Certification Curriculum by June 30, 2010.

II. FOSTER/ADOPTIVE PARENT TRAINING

CFSTC will:

- A. Plan and provide for necessary budgetary support to include materials, trainers, mileage, childcare, food and lodging, and other anticipated costs for foster parent training.
- B. Evaluate the training delivery and the curriculum through trainee evaluations, ongoing staff meetings, and consultation with the Foster Care and Adoption Administrators.
- C. Conduct one PRIDE "Train the Trainer", if needed, and participate in PRIDE curriculum training in selected sites as negotiated with Foster Care and Adoption Administrators.
- D. Conduct a PRIDE Pre-Service Training session over the Interactive Video Network as requested by foster care licensing agencies and AASK.
- E. Provide various training supports to local foster parent training activities in selected sites as negotiated with Foster Care and Adoption Administrators. These activities include:
 - 1. Reimburse foster parents and social workers for attending the PRIDE sessions.
 - 2. Reimburse foster parents for up to twelve hours of annual training for travel, per diem, and childcare expenses.
 - 3. Provide technical assistance regarding training and resources to social workers conducting local foster/adopt parent training.
 - 4. Provide training upon request of regional supervisors, and foster care administrator, on specialized topics to foster parent groups. (Taking budget constraints into consideration.) Build an evaluation component into these training events and submit a summary of the evaluations to the Foster Care Administrator.

- 5. Seek advice from regional and county staff on foster parent training needs.
- F. Subcontract with individuals & teams to provide PRIDE training across the state. Teams should have representation of foster care, adoption workers and foster/adopt parents.
- G. Serve on the PRIDE National Advisory Committee.
- H. Work with Therapeutic Foster Care programs and the North Dakota Foster/Adopt Parent Association to facilitate a joint "foster parent" conference.
- I. Coordinate, deliver, and evaluate regional trainings for foster parents throughout the Work Plan year. Joint planning for the trainings will be facilitated by the training center with county social service agencies, PATH of North Dakota and North Homes.
- J. Serve as a member of the FC/Adopt Task Force.
- K. Maintain formal connections with the national PRIDE CWLA membership (CFS Division will maintain the fee for this requirement).

III.FOSTERING COMMUNICATIONS NEWSLETTERS

CFSTC will write and publish a foster care/adoption newsletter three times during the contract period. The newsletter will be distributed to foster care providers including foster and adoption family homes, residential facilities, public and private human service agencies, county social service offices and regional foster care supervisors in the state.

- A. Write, edit, and produce Fostering Communications in September, (2009) and January, and May (2010) and distribute the newsletter.
- B. Review foster care and adoption literature and various publications for ideas and stories for development and/or reprinting in "Fostering Communications".
- C. Provide newsletter draft copy for Foster Care Administrator or designee's review and comment prior to publication.

IV. THERAPEUTIC FOSTER CARE

The Foster Care Administrator (or designee), the Director of CFSTC, and the Executive Director of North Dakota PATH (or designee), will meet to review the Therapeutic Foster Care training delivery process and activities by January 31, 2010. CFSTC will:

A. Coordinate, deliver and evaluate the Treatment Foster Care training curriculum in partnership with Therapeutic Foster Care providers. Four initial training sessions will be offered during the Work Plan year. The curriculum will be evaluated for the appropriateness of the content by September 1, 2009.

- B. Deliver five sessions of the Non-violent Crisis Intervention Training to new ND Therapeutic Foster Care foster parents.
- C. Develop regional foster parent training plans with input from the ND PATH regional directors, foster parents and social workers, the executive director of ND PATH or executive director's designee, and the executive director or designee of North Homes utilizing the foster parent training assessments by May 1, 2010. This effort will be in cooperation with the county social service agencies.
- D. Reimburse therapeutic foster parents for training expenses as outlined in the CFSTC reimbursement guidelines.
- E. Participate in the PATH education committee.

V. CHAFEE FOSTER CARE INDEPENDENCE PROGRAM (CFCIP) CFSTC will:

- A. Attend CFCIP Quarterly Independent Living meetings and trainings as required.
- B. Maintain current knowledge of CFCIP and ETV Programs to use in training development.
- C. With the assistance of Division staff, provide education/training to custodians, Foster Parents, RTC and RCCF facility staff, etc. as needed due to changes within the Independent Living Program.
- D. CFSTC staff and IL Administrator will meet and discuss role of CFSTC regarding training and development opportunities by January 1, 2010.

VI. CHILD CARE LICENSOR TRAINING

CFSTC will:

Facilitate the delivery of the developed curriculum on licensing Early Childhood Services facilities by assisting with registration and logistics, in consultation with the Administrator of Early Childhood Services.

VII. RESOURCES LIBRARY

CFSTC holds a library of resources available for use for training purposes, educational development, and skill building of individuals in, and related to, human service agencies. CFSTC will:

- A. Maintain resource materials and library holdings to lend to human service personnel.
- B. Designate "Property of Children and Family Service Division" on those items purchased by Division and placed in the training center or purchased with funds from contracts with Division.

- C. Review, evaluate, and recommend films, videos, and printed materials to the Division program administrators for additions to the resource material library. Any resources purchased with contract funds should first be reviewed with Division Designee.
- D. Maintain online bibliography.
- E. Evaluate use of library materials and report results to the Division Designee by February 2010 Assist Program Administrators with information on the use of specific program materials to assess use at their request.

VIII. WRAPAROUND CASEMANAGEMENT MODEL

CFSTC will assist with the implementation of the Wraparound case management practice for delivery to children and their families. CFSTC will:

- A. Facilitate logistics for one additional week of the Wraparound Certification training.
- B. Facilitate a curriculum review process with the Family Preservation Administrator and provide a report and update by February 2010.
- C. Continue to supply "packets" throughout the Work Plan year as requested from the field for the Children's Mental Health Screening Tool Kit. Evaluate the role of CFSTC, and report on recommendations on the continuing role of CFSTC in distribution of this tool.

IX. GENERAL TRAINING ACTIVITIES

In addition to the above-mentioned activities, CFSTC may be involved in other training activities that directly support or compliment these aforementioned activities. For these additional various training activities; each request will be evaluated in accordance with all current activities, contract scope of service, availability of funds and must be approved by the Division Designee prior to implementation.

The following training activities are expectations for CFSTC for this Work Plan period:

- A. Make payment for in-state and out-of-state travel, registration fees and per diem expenses for foster parents, county social workers, regional supervisors and Division staff upon approval of the Division Designee.
- B. Serve as a member of the CPS Task Force, which meets at least quarterly during the contract period.
- C. Attend out-of-state and in-state training conferences as requested by the Division Director or Designee.
- D. Serve on other Task Forces and initiatives at the request of the Division Director or Designee.
- E. Serve as a member of the Alliance for Children's Justice.

X. SPECIAL PROJECTS

The following training events will be completed by CFSTC during the Work Plan period:

- A. Work with Division on the completion of an on-line orientation module for new child welfare workers by June 30, 2010.
- B. Review options and develop with Division staff electronic methods and options for delivery of child welfare training.
- C. Continuously update the CFSTC web site for training and resource information.
- D. Facilitate the youth stakeholder meetings for the regional CFS Reviews throughout the workplan year.
- F. CFSTC staff will participate when requested and when calls are scheduled, via conference phone, in the debriefing of the stakeholder comments.
- G. Conduct two PRIDE Mutual Family Assessment Training during the workplan period if needed. This training will be expanded to include training on general licensing requirements, as well as, foster parent/adoptive parent recruitment training.
- H. Participate in the PIP meetings and process during the work plan year.
- I. Provide Foster Parent training sessions on grief and loss issues by June 30, 2010.
- J. Facilitate the training of up to 25 social workers in forensic interviewing by June 30, 2010 and provide at least one day of review for those social workers already trained in Forensic Interviewing. This training will be accomplished with coordination with the Administrator of Child Protection Services.
- K. CFSTC, in consultation with the Division and counties, will develop a plan and be prepared to move forward to implement a training plan for County Child Welfare Supervision by June 30, 2010. Because of the importance of supervision, the Division will put emphasis on developing a plan for annual supervision training. Consider and review how we might use a consultant to assist us with development of the plan and delivery of the training. CFSTC will identify possible consultants for this role.
- L. Analyze the use of the Spaulding curriculum for AASK workers, in conjunction with AASK director and State Foster Care Administrator, and determine the feasibility of the training being delivered by the Training Center.

XI. OTHER TRAINING, TASKS, & PROJECTS

CFSTC will:

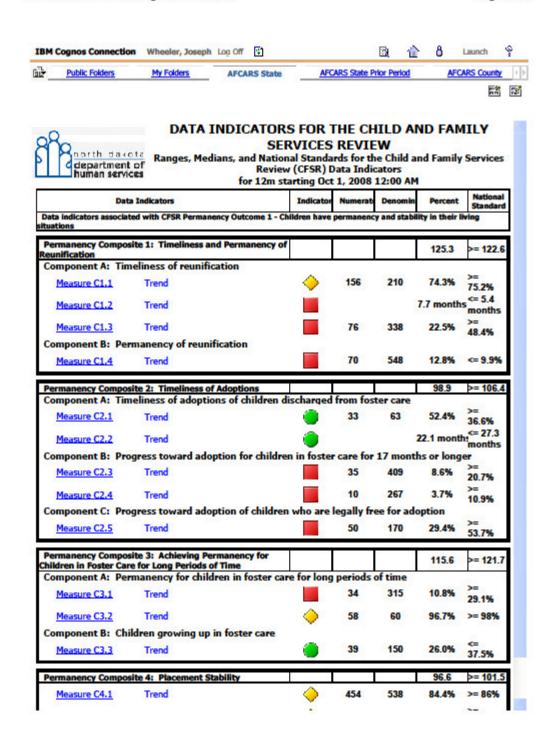
A. Notify the CFS Administrator of any requests from regional, county or private agency staff for training on North Dakota child welfare policy and procedures in order to make joint decision on response to request.

- B. Facilitate any training via the IVN network for requested CFS policy review.
- C. Schedule and conduct Initial Parent Aide training for new parent aides. This training will occur only if there are at least 6 or more individuals needing to receive the training.
- D. Provide coordination for a CFS Conference, along with Division staff.
- E. CFSTC staff will meet with the Native American Training Institute twice yearly to facilitate integration of training session/schedules, collaboration and coordination of training activities and resources and to explore opportunities for enhanced collaboration.
- F. CFSTC will participate in the "training consortium" established by the ND Supreme Court to deliver multi-disciplinary child welfare training in the state.
- G. CFSTC will monitor CPI and crisis intervention training with Therapeutic Foster Care providers, and report to the Division.
- H. Establish an advisory group from the field to assist in evaluating child welfare certification curriculum for possible changes.

ATTACHMENT F

AFCARS State - IBM Cognos Connection

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http://itdcognosd1.itd.nd.gov/cgi-bin/cognos.cgi?b action=xts.run&m=portal/cc.xts&m ta... 6/18/2009

ATTACHMENT G

MOUNTAINS AND PLAINS CHILD WELFARE IMPLEMENTATION CENTER IMPLEMENTATION GRANT PROJECT SUMMARY

The North Dakota Department of Human Services (DHS), Children and Family Services Division (CFS), proposes to (1) strengthen the state's child welfare system through coordinated efforts to further deepen the Wraparound Case Management Practice Model into the statewide child welfare system; (2) refine and integrate the successful process and practice outcomes of regional CFSR QA; (3) complete an assessment of supervisory resources, establish an identified practice model for supervision and implement ongoing supports and training network, and (4) assess current data sources and establish integrated methods for utilization of data resources for child welfare supervision, administration, CFSR QA, and direct practice. Since 2001, CFS has taken steps to establish the Wraparound Case Management Practice Model. Through the regional CFSR QA process over the past 6 years, and the 2008 federal CFSR final outcomes, it has become clear that the CFS Division requires infrastructure enhancements focused specifically on capacity building, coordination, and integration efforts. CFS proposes hiring a full time consultant housed within CFS to address these needs. The consultant will be directly responsible to the Division Director, connected to the Management Team and the CFSR QA Team.

The consultant will act as coordinator of this project with responsibility to develop and maintain connections between the MPCWIC team and technical assistance staff, between other technical assistance resource staff, CFS and DHS staff, county staff, and ND child welfare partners. The Coordinator will be responsible for project meetings, details, reports, and the feedback of information to the CFS Director, Management Team, CFSR QA staff, and other CFS staff.

ATTACHMENT H **Comprehensive Independent Living Program** Foster Youth Not Involved in Regional IL Program Foster Youth Involved in Regional IL Program Custodian/Child & Family Team **Current Foster Care Youth Component Aftercare Component** *Age 16 & Older Age 14 & 15 Age 18 Age 16 Age 18 to 21 Age 21 to 23 Age 17 A determination 1. Referral A determination Youth's needs are The youth's Youth is given the Regional IL Youth Process to is made that the is made that assessed and discharge plan is Coordinator is participating in option of remaining in Regional IL the vouth is addressed through youth is not formalized and family foster care if responsible for the the ETV Coordinator is the Child and Family likely to age out likely to age out designed around youth has not IL Plan. Program on their complete. 21st birthday can Team Process. the following completed high of Foster Care of Foster Care. 2. Appropriate outcomes: remain eligible school or will be For those youth assessments until they turn 23 Youth in Residential 1. Sufficient attending college or entering After Care OR are completed. with a plan, the IL as long as they Treatment and economic vocational training. 3. Regional Residential Child OR Coordinator are enrolled and resources Coordinator Care Facilities 2. Safe and updates the plan making completes the benefit from Age 16 to Stable place on a regular basis satisfactory IL Plan. programming. discharge from to live and continues to progress toward A determination 4. Regional 3. Educational/ assist the youth completing the Foster Care is made that Remain Age out Coordinator Foster Parents assist Vocational towards goal educational youth is not becomes a in care of care youth with plan attainment. program. likely to age out member of the developing IL Skills 4. Permanent of care, but Child & Family through day to day connections For youth without a referral to IL Team. livina. 5. Avoidance of current plan, the IL Eligible for ETV Coordinator is Custodian 5. Regional illegal/high risk Coordinator will until age 23? deemed Youth Youth is completed the Coordinator behaviors Youth are develop and necessary due IL planning continues given the and Child and encouraged to enroll 6. Postponement update the plan to the unique participation option of document or Family Team in a Life Skills Class of parenthood based on the 7 needs of the in the participating No Yes incorporates develop a offered through their 7. Access to identified youth. Current in the After the IL plan into Comprehensive school. physical and outcomes. Foster Care the Care Plan Independent mental health Discharge Youth Component Living Plan. Other resources are services Continuing the Component. and the ETV from Tasks are utilized based on Our goal in North Child and Family Child and Component. program identified and youth's needs. Dakota is for Team process is Family implemented. every young adult encouraged. Team 6. The IL Plan is Regional IL who spent time in continue incorporated Coordinator is foster care as a Youth who have work toward No Yes into or attached Continued available for teenager to aged out of care meeting to the Care participation until achieve these consultation. are generally outcomes. 23rd birthday Plan. outcomes by eligible for Room 7. The Regional age 21. and Board and Independent Youth are informed General Flex Living *Federal law requires all foster youth age 16+ to that they may request Funds, as well as Coordinator have a formal IL Plan. Chafee IL services ETV Funding. follows the until they reach 21 Discharge youth years of age. Youth Various program from regardless of are provided with elements are program the location of contact information. implemented. placement. 155 Youth discharged Assessments are from program. completed and data is collected.

ATTACHMENT I

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Performance Item or Outcome									St	Strength		Needing Improve- ment		N/A*			tially Achieved			Partially Achieved		Not Achieved		1	N/A*		
Item 1: Timeliness of initiating investigations of reports of child maltreatment											$\overline{\circ}$	T		,	100	0				100					-016		
Item 2:	Item 2: Repeat mattreatment											1	0	,	1	0											
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Item 3: Services to family to protect child(ren) in the home and prevent removal or re-entry into foster care											0		C	,		0					-0.55					235-7	
Item 4: Risk assessment and safety management											$\overline{\circ}$		_	`	3	$\overline{\circ}$											
Outcome \$2: Children are safely maintained in their homes wh										vhene	ever p	0088	ible a	nd ap	ppro	priat	9	0	,	T	0	-0	(5	7	5	
Item 5:	Fos	ter care	re-entri	es							0	- 1	C	,		0	3			•							
Item 6:	Stal	bility of t	oster ca	are pla	ceme	nt					0	9.6	_	,		0	- 50										
Item 7:	Item 7: Permanency goal for the child										0	1	C	,	0	0											
Item 8: Reunification, guardianship, or permanent											0		C	,	Ĭ.	0											
placement with relatives Item 9: Adoption										١.	0	1	0	,		$\overline{\circ}$	i i										
Item 10: Other planned permanent living arrangement											0 0					ō	1										
Outcome P1: Children have permanency and stability in their in											living situations						C	,		0	- 0	-	5	7	5		
Item 11: Proximity of foster care placement										1	$\overline{\circ}$		C	,		$\overline{\circ}$									_		
Item 12: Placement with siblings										9	0	\top	C	,		0	\exists										
Item 13: Visiting with parents and siblings in foster care									-	0	\dashv	C	,		0												
Item 14: Preserving connections										0		C	,	3	0												
Item 15: Relative placement									1	0		C	<u>, </u>		0												
Item 16: Relationship of child in care with parents											0	7	C	,		0										9.	
Outcome P2: The continuity of family relationships and connection										ons Is	рге	вегуе	d for	chil	dren		-	`	Г	\overline{a}		-	`	1	$\overline{}$		

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		Item Ratings	i	Outcome Ratings						
Performance Item or Outcome	Strength	Area Needing Improve- ment		Substan- tially Achieved	Partially Achieved	Not Achieved	N/A*			
Item 17: Needs and services of child, parents, and foster parents	0	0	0							
Item 18: Child and family involvement in case planning	0	0	0							
Item 19: Caseworker visits with child	0	0	0							
Item 20: Caseworker visits with parent(s)	0	0	0		~					
Outcome WB1: Families have enhanced capacity to provide for	0	0	0	0						
Item 21: Educational needs of the child	0	0	0							
Outcome WB2: Children receive appropriate services to meet	0	0	0	0						
Item 22: Physical health of the child	0	0	0							
Item 23: Mental/behavioral health of the child	0	0	0							
Outcome WB3: Children receive adequate services to meet th health needs	0	0	0	0						

